



**U.S. Department of Justice**

Executive Office for Immigration Review

*Office of the General Counsel*

5107 Leesburg Pike, Suite 2150  
Falls Church, Virginia 22041

August 15, 2019

***CERTIFIED MAIL – RETURN RECEIPT REQUESTED***

Katherine Anthony  
American Oversight  
1030 15th Street NW, Suite B255  
Washington, DC 20005

Re: FOIA 2019-03297 Fourth/Final Response – Partial Grant

Dear Ms. Anthony:

This letter constitutes our fourth and final response to your Freedom of Information Act (FOIA) request to the Executive Office for Immigration Review (EOIR) dated October 19, 2018, amended October 30, 2018, further amended May 20, 2019, in which you seek:

1. Records showing the number of candidates for Immigration Judge positions and Board of Immigration Appeals positions whose applications were pending for more than one year prior to September 1, 2018; and
2. Records relating to job applications of Immigration Judges and BIA members who entered on duty since January 20, 2017

With respect to paragraph 1, you will recall that we responded to this portion of your request on April 17, 2019.

With respect to paragraph 2, you will recall that we provided partial responses to this portion of your request by letter dated May 30, 2019 and July 31, 2019.

With respect to paragraph 2, additional responsive records are enclosed. Portions of the enclosed records have been redacted in accordance with 5 U.S.C. § 552(b)(6) to avoid a clearly unwarranted invasion of personal privacy.

Additionally, portions of the enclosed records have been redacted in accordance with U.S.C. § 552(b)(7)(E), which concerns records or information compiled for law enforcement purposes the release of which would disclose techniques and procedures for law enforcement investigations or prosecutions. Exemption (b)(7)(E) extends protection of information related to agency technology systems. *See Levinthal v. FEC*, 219 F.Supp.3d 1, 9 (D.D.C. 2016).

For your information, Congress excluded three discrete categories of law enforcement and national security records from the requirements of the FOIA. *See* 5 U.S.C. § 552(c) (2006 & Supp. IV 2010). This response is limited to those records that are subject to the requirements of the FOIA. This is a standard notification that is given to all our requesters and should not be taken as an indication that excluded records do, or do not, exist. *See* <http://www.justice.gov/oip/foiapost/2012foiapost9.html>.

You may contact our FOIA Public Liaison at the telephone number 703-605-1297 for any further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, Room 2510, 8601 Adelphi Road, College Park, Maryland 20740-6001, e-mail at [ogis@nara.gov](mailto:ogis@nara.gov); telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

If you are not satisfied with my response to this request, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, Suite 11050, 1425 New York Avenue, NW, Washington, DC 20530-0001, or you may submit an appeal through OIP's FOIAonline portal by creating an account on the following web site: <https://foiaonline.regulations.gov/foia/action/public/home>. Your appeal must be postmarked or electronically transmitted within 90 days of the date of my response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal."

Sincerely,

*Joseph Schaaf*

J. R. Schaaf  
Chief Counsel for Administrative Law

Enclosure:

CD-Rom



**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Participants
<p style="text-align: center;"><b>Cynthia Lafuente-Gaona</b> <i>(San Antonio, TX)</i></p> <p style="text-align: center;"><b>Dinesh C. Verma</b> <i>(Philadelphia, PA)</i></p>

Monday, October 23, 2017			
Time	Topic	Presenter	Location
8:30 a.m. – 9:00 a.m.	Welcome to EOIR	EOIR & OCIJ Managers & Staff	Building 3, Suite 1210
9:00 a.m. – 9:50 a.m.	Role of the Immigration Judge <ul style="list-style-type: none"> <li>Procedural Due Process Handout</li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 9:50 a.m. – 10:00 a.m.			
10:00 a.m. – 10:50 a.m.	Jurisdiction & Authorities of an Immigration Judge <ul style="list-style-type: none"> <li>Powers &amp; Authorities of an IJ Outline</li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 10:50 a.m. – 11:00 a.m.			
11:00 a.m. – 12:00 p.m.	Identifying & Resolving Disputes Before the Court <ul style="list-style-type: none"> <li>The Categories of Aliens Chart</li> <li>Burdens of Proof in Removal Proceedings Outline</li> <li>The Shifting Burdens of Immigration Law Outline</li> <li>Quick Reference Relief Chart</li> <li>Conducting a Relief Inquiry Tool</li> <li>Applications for Relief Chart</li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Lunch 12:00 p.m. – 1:30 p.m.			

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

1:30 p.m. – 2:20 p.m.	<b>Conducting an Master Calendar &amp; Docketing Cases for Hearing</b> <ul style="list-style-type: none"> <li>• Initial Master Calendar Script</li> <li>• Sample IJ Weekly Agenda</li> <li>• CASE IJ Monthly Calendar Summary Report</li> <li>• CASE IJ Master Available Calendar</li> <li>• CASE IJ Initial Individual Available Calendar by Session Date</li> <li>• Notice of Hearing</li> <li>• Summary Order</li> <li>• Adjournment Code List (Laminated)</li> </ul>	Theresa M. Scala, IJ (VTC)	Building 3, Suite 1210
Break 2:20 p.m. – 2:30 p.m.			
2:30 p.m. – 3:20 p.m.	<b>Case Management</b> <ul style="list-style-type: none"> <li>• Effective Case Management PowerPoint</li> <li>• OPPM 17-01: Continuances</li> <li>• OPPM 13-01: Continuances &amp; Administrative Closure</li> <li>• Good Cause to Continue Legal Summary Handout</li> </ul>	Frank Travieso, IJ (VTC)	Building 3, Suite 1210
Break 3:20 p.m.– 3:30 p.m.			
3:30 p.m. – 5:00 p.m.	<b>Case Management (cont.)</b> <ul style="list-style-type: none"> <li>• OCIJ Case Transfer Sheet</li> </ul>	Frank Travieso, IJ (VTC)	Building 3, Suite 1210

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Tuesday, October 24, 2017			
Time	Topic	Presenter	Location
8:30 a.m. – 9:20 a.m.	<b>Case Exercise Part I: Conducting an Initial Hearing</b> <ul style="list-style-type: none"> <li>• <a href="#">ROP for Case Exercise Part I</a></li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 9:20 a.m. – 9:30 a.m.			
9:30 a.m. – 10:30 a.m.	<b>Resolving Factual Disputes: Admissibility &amp; Receipt of Evidence</b> <ul style="list-style-type: none"> <li>• <a href="#">Recommendations for Receiving Evidence List</a></li> <li>• <a href="#">Admissibility of Evidence in Immigration Proceedings Handout</a></li> <li>• <a href="#">Evidence Collection Worksheet</a></li> <li>• <a href="#">42B Evidence Organization Chart</a></li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 10:30 a.m.– 10:40 a.m.			
10:40 a.m. – 12:00 p.m.	<b>Resolving Factual Disputes: Assessing Probative Value of Evidence – Reliability, Credibility &amp; Corroboration</b> <ul style="list-style-type: none"> <li>• <a href="#">Credibility &amp; Corroboration Post REAL ID PowerPoint</a></li> <li>• <a href="#">Credibility &amp; Corroboration Outlines by Circuit</a></li> <li>• <a href="#">Felipe Flores v. Jefferson Sessions</a>, No. 14-71561 (9<sup>th</sup> Cir. 2017)</li> </ul>	A. Ashley Tabaddor, IJ (VTC)	Building 3, Suite 1210
Lunch 12:00 p.m. – 1:30 p.m.			

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>1:30 p.m. – 2:50 p.m.</b>	<b>Case Exercise Part II: Building an Evidentiary Record</b> <ul style="list-style-type: none"><li>• Evidentiary Submissions for Case Exercise Part II</li><li>• Notice for Hearing</li></ul>	<b>A. Ashley Tabaddor, IJ (VTC)</b>	<b>Building 3, Suite 1210</b>
<b>Break 2:50 p.m.– 3:00 p.m.</b>			
<b>3:00 p.m. – 5:30 p.m.</b>	<b>Exam</b>		<b>Building 3, Suite 1210</b>

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>Wednesday, October 25, 2017</b>			
<b>Time</b>	<b>Topic</b>	<b>Presenter</b>	<b>Location</b>
<b>8:30 a.m. – 9:50 a.m.</b>	<b>Resolving Removability Issues: Alienage &amp; Citizenship</b> <ul style="list-style-type: none"> <li>• <b>Establishing Alienage Handout</b></li> <li>• <b>United States Citizenship Law Outline</b></li> <li>• <b>INA Citizenship &amp; Nationality Charts</b></li> </ul>	<b>Jack H. Weil, ACIJ</b>	<b>Building 3, Suite 1210</b>
<b>Break 9:50a.m. – 10:00 a.m.</b>			
<b>10:00 a.m. – 10:50 a.m.</b>	<b>Resolving Removability Issues Aggravated Felonies &amp; CIMTs</b> <ul style="list-style-type: none"> <li>• <b>Aggravated Felonies &amp; Crimes Involving Moral Turpitude PowerPoint</b></li> <li>• <b>Standard Language Categorical/Modified Categorical Analysis Handout</b></li> <li>• <b>Standard Language Circumstance-Specific Approach Handout</b></li> <li>• <b>The Categorical Approach in the Immigration Context: Aggravated Felonies &amp; Crimes Involving Moral Turpitude Outline</b></li> </ul>	<b>Tammy Fitting, IJ</b>	<b>Building 3, Suite 1210</b>
<b>Break 10:50 a.m. – 11:00 a.m.</b>			
<b>11:00 a.m. – 12:00 p.m.</b>	<b>Resolving Removability Issues: Aggravated Felonies &amp; CIMTs (con't.)</b>	<b>Tammy Fitting, IJ</b>	<b>Building 3, Suite 1210</b>
<b>Lunch 12:00 p.m. – 1:30 p.m.</b>			



**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

1:30 p.m. – 2:20 p.m.	<b>Resolving Custody Issues: Conducting a Bond Proceeding</b> <ul style="list-style-type: none"> <li>• <b>Bond &amp; Custody PowerPoint</b></li> <li>• <b>Bond/Custody Outline</b></li> <li>• <b>Sample Bond Redetermination Memo 1</b></li> <li>• <b>Sample Bond Redetermination Memo 2</b></li> </ul>	Tammy Fitting, IJ	Building 3, Suite 1210
<b>Break 2:20 p.m. – 2:30 p.m.</b>			
2:30 p.m. – 3:50 p.m.	<b>Case Exercise Part III: Presiding Over a Bond Proceeding</b> <ul style="list-style-type: none"> <li>• <b>Bond ROP for Case Exercise Part III</b></li> <li>• <b>Bond Hypotheticals 1-17</b></li> <li>• <b>Bond Order</b></li> </ul>	Tammy Fitting, IJ	Building 3, Suite 1210
<b>Break 3:50 p.m. – 4:00 p.m.</b>			
4:00 p.m. – 5:30 p.m.	<b>Exam</b>		Building 3, Suite 1210

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Thursday, October 26, 2017			
Time	Topic	Presenter	Location
8:30 a.m. – 9:20 a.m.	<b>Resolving Relief Issues: Non-LPR Cancellation of Removal</b> <ul style="list-style-type: none"> <li>• 2 Types of Cancellation of Removal Chart</li> <li>• Non-LPR Cancellation Hypothetical</li> <li>• Non-LPR Cancellation Decision Template/Outline</li> <li>• Hardship Determinations Outline</li> <li>• 42B Evidence Organization Chart</li> <li>• Procedures Due to the CAP on Non-LPR Cancellation Handout</li> <li>• OPPM 12-01: Procedures for Handling Applications for Suspension/COR in Non-Detained Cases Once Numbers are no Longer Available</li> </ul>	Maureen O'Sullivan, IJ	Building 3, Suite 1210
Break 9:20 a.m. – 9:30 a.m.			
9:30 a.m. – 10:20 a.m.	<b>Resolving Relief Issues: Non-LPR Cancellation of Removal (con't.)</b>	Maureen O'Sullivan, IJ	Building 3, Suite 1210
Break 10:20 a.m. – 10:30 a.m.			

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

10:30 a.m. – 11:20 a.m.	<b>Resolving Relief Issues: Voluntary Departure</b> <ul style="list-style-type: none"> <li>• 2 Types of Voluntary Departure Chart</li> <li>• Advisals to Respondents Granted Voluntary Departure</li> <li>• Voluntary Departure Discussion Questions</li> <li>• Voluntary Departure Order – VB (Pre-Conclusion VD)</li> <li>• Voluntary Departure Order (Y2) – Post Conclusion VD)</li> <li>• Sample VD Colloquy at the End of Merits Hearing</li> </ul>	Maureen O’Sullivan, IJ	Building 3, Suite 1210
Break 11:20 a.m. – 11:30 a.m.			
11:30 a.m. – 12:30 p.m.	<b>Resolving Relief Issues: LPR Cancellation of Removal</b> <ul style="list-style-type: none"> <li>• LPR Cancellation Hypothetical</li> <li>• LPR Cancellation Decision Template/Outline</li> </ul>	Maureen O’Sullivan, IJ	Building 3, Suite 1210
Lunch 12:30 p.m. – 2:00 p.m.			
2:00 p.m. – 3:30 p.m.	<b>Issuing a Decision: Withstanding Appellate Review</b> <ul style="list-style-type: none"> <li>• Professionally Creating a Complete, Clear Record PowerPoint</li> </ul>	Anne Greer, BIA David L. Neal, BIA	Building 3, Suite 1210
Break 3:30 p.m. – 3:40 p.m.			
3:40 p.m. – 4:30 p.m.	<b>Resolving Legal Disputes: IJ Tools &amp; Resources</b> <ul style="list-style-type: none"> <li>• Listing of IJ Tool &amp; Resources</li> </ul>	Melissa Bauder, AA	Building 3, Suite 1210
Break 4:30 – 4:40 p.m.			

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>4:40 p.m. – 5:30 p.m.</b>	<b>Managing the Proceeding: Immigration Court Practice Manual</b> <ul style="list-style-type: none"><li>• <b>Introduction to the Immigration Court Practice Manual Outline</b></li><li>• <b>Immigration Court Practice Manual</b></li></ul>	<b>Scott Rosen, AA</b>	<b>Building 3, Suite 1210</b>
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**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Friday, October 27, 2017			
Time	Topic	Presenter	Location
8:30 a.m. – 9:20 a.m.	<b>Issuing a Decision: Components &amp; Structure of a Decision</b> <ul style="list-style-type: none"> <li>• Generic Template for a Decision by an Immigration Judge</li> <li>• Discretionary Determinations Outline</li> <li>• Suggested Methods for Developing the Record</li> <li>• Suggested Methods for Stating Rulings List</li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 9:20 a.m.– 9:30 a.m.			
9:30 a.m. – 10:20 a.m.	<b>Issuing a Decision: Analysis &amp; Articulation</b>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 10:20 a.m. – 10:30 a.m.			
10:30 a.m. – 12:00 p.m.	<b>Discussion Group</b>	Faculty	Building 3, Suite 1210
Lunch 12:00 p.m. – 1:30 p.m.			
1:30 p.m. – 5:30 p.m.	<b>Case Exercise Part IV: Structuring &amp; Issuing a Judicial Decision</b> <ul style="list-style-type: none"> <li>• Video for Case Exercise Part IV</li> <li>• Summary Order</li> </ul>	Field Immigration Judges	Building 3, Suite 1210



**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>Monday, October 30, 2017</b>			
<b>Time</b>	<b>Topic</b>	<b>Presenter</b>	<b>Location</b>
<b>8:30 a.m. – 9:20 a.m.</b>	<b>Resolving Relief Issues: Asylum, Withholding &amp; CAT</b> <ul style="list-style-type: none"> <li>• <b>Asylum, Withholding of Removal &amp; Convention Against Torture PowerPoint</b></li> <li>• <b>Asylum, Withholding &amp; Convention Against Torture Outline</b></li> </ul>	<b>Charles Adkins-Blanch, BIA Karen Hope, BIA</b>	<b>Building 3, Suite 1210</b>
<b>Break 9:20 a.m. – 9:30 a.m.</b>			
<b>9:30 a.m. – 10:20 a.m.</b>	<b>Resolving Relief Issues: Asylum, Withholding &amp; CAT (con't.)</b> <ul style="list-style-type: none"> <li>• <b>The 180-Day Asylum EAD Clock Notice</b></li> <li>• <b>Adjournment Code List (Non-laminated)</b></li> </ul>	<b>Charles Adkins-Blanch, BIA Karen Hope, BIA</b>	<b>Building 3, Suite 1210</b>
<b>Break 10:20 a.m. – 10:30 a.m.</b>			
<b>10:30 a.m. – 11:30 a.m.</b>	<b>Resolving Relief Issues: Asylum, Withholding &amp; CAT (con't.)</b>	<b>Charles Adkins-Blanch, BIA Karen Hope, BIA</b>	<b>Building 3, Suite 1210</b>
<b>Lunch 11:30 a.m. – 1:00 p.m.</b>			
<b>1:00 p.m. – 3:50 p.m.</b>	<b>Case Exercise Part V: Refining &amp; Issuing a Complex Judicial Decision</b> <ul style="list-style-type: none"> <li>• <b>Written Fact Pattern for Case Exercise Part V</b></li> </ul>	<b>BIA Board Members/Staff Attorneys</b>	<b>Building 3, Suite 1210</b>
<b>Break 3:50 p.m. – 4:00 p.m.</b>			
<b>4:00 p.m. – 5:30 p.m.</b>	<b>Exam</b>		<b>Building 3, Suite 1210</b>

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Tuesday, October 31, 2017			
Time	Topic	Presenter	Location
8:30 a.m. – 9:20 a.m.	Expectations & Experiences: What I Wish I Knew My First Day on the Bench	Nancy J. Paul, IJ (VTC) Karen M. Donoso Stevens, IJ Dean S. Tuckman, IJ (VTC)	Building 3, Suite 1210
Break 9:20 a.m. – 9:30 a.m.			
9:30 a.m. – 10:20 a.m.	Managing the Proceeding: Fraud Before the Court & Ineffective Counsel  <ul style="list-style-type: none"> <li>Fraud &amp; Abuse Prevention Program PowerPoint</li> <li>Attorney Discipline Program PowerPoint</li> </ul>	Jennifer Barnes, OGC Brea Burgie, OGC (VTC)	Building 3, Suite 1210
Break 10:20 a.m. – 10:30 a.m.			
10:30 a.m. – 11:20 a.m.	Managing the Proceeding: Determining Mental Competence  <ul style="list-style-type: none"> <li>Procedural Due Process Handout</li> <li><u>Matter of M-A-M-</u>, 25 I&amp;N Dec. 4242 (BIA 2011)</li> <li><u>Dusky v. U.S.</u>, 362 U.S. 402(1960)</li> <li>April 22, 2013 Nationwide Policy to Provide Enhanced Procedural Protections</li> <li>Pro Se Competence Standard</li> <li>Conceptualizing Competence Diagram</li> <li>Process for Conducting a Judicial Inquiry</li> <li>Forensic Competency Evaluation Referral Form</li> <li>Order for Competency Assessment and Report of Examination Template</li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Break 11:20 a.m. – 11:30 a.m.			

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

11:30 a.m. – 12:30 p.m.	<b>Managing the Proceeding: Implementing Court Mandated Safeguards &amp; Protections for Incompetent Respondents</b> <ul style="list-style-type: none"> <li>• Order for Provision of a Qualified Representative Template</li> <li>• Generic Template for Decision and Order on Competence Issues (<i>Outside of AZ, CA &amp; WA Version</i>)</li> <li>• Generic Template for Decision and Order on Competence Issues (<i>AZ, CA &amp; WA Version</i>)</li> </ul>	Jack H. Weil, ACIJ	Building 3, Suite 1210
Lunch 12:30 p.m. – 2:00 p.m.			
2:00 p.m. – 2:50 p.m.	<b>Managing the Proceeding: Juvenile Dockets</b> <ul style="list-style-type: none"> <li>• Handling Cases Involving Juvenile Respondents PowerPoint</li> <li>• Legal Opinion on EOIR Authority to Interpret Term UAC</li> <li>• Identification &amp; Referral of Potential Child Abuse &amp;/or Neglect Victims Outline</li> </ul>	Daniel Cicchini, OGC Rena Cutlip-Mason, OGC	Building 3, Suite 1210
Break 2:50 p.m. – 3:00 p.m.			
3:00 p.m. – 3:50 p.m.	<b>Managing the Proceeding: Issues of Domestic Violence &amp; Human Trafficking</b> <ul style="list-style-type: none"> <li>• Victims of Domestic Violence &amp; Human Trafficking PowerPoint</li> <li>• Identification &amp; Referral of Potential Trafficking Victims or Traffickers Outline</li> </ul>	Heather N. Brown-Coward Rena Cutlip-Mason, OGC	Building 3, Suite 1210
Break 3:50 p.m. – 4:00 p.m.			

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>4:00 p.m. – 5:30 p.m.</b>	<b>Managing the Proceeding: Effective Motions Practice</b> <ul style="list-style-type: none"><li>• <b>Motions Basics Outline</b></li></ul>	<b>Brett Parchert, IJ (VTC)</b>	<b>Building 3, Suite 1210</b>
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**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Wednesday, November 1, 2017			
Time	Topic	Presenter	Location
9:10 a.m. – 10:10 a.m.	<b>Professionalism: Government Standards of Conduct</b> <ul style="list-style-type: none"> <li>• New Immigration Judges Ethics Training PowerPoint</li> <li>• Ethics &amp; Professionalism Guide for Immigration Judges</li> <li>• October 7, 2015 Off-Duty Conduct Memorandum</li> <li>• Ethics Handbook for Off-Duty Conduct</li> </ul>	Christopher Cox, OGC	Building 3, Suite 1210
Break 10:10 a.m. – 10:20 a.m.			
10:20 a.m. – 11:20 a.m.	<b>Professionalism: IJ Performance &amp; Conduct</b> <ul style="list-style-type: none"> <li>• Immigration Judge Conduct &amp; Professionalism PowerPoint</li> <li>• Contact Information for EEO Program</li> </ul>	Rena Scheinkman, OGC Laura Robbins, OCIJ	Building 3, Suite 1210
Break 11:20 a.m. – 11:30 a.m.			
11:30 a.m. – 12:30 p.m.	Discussion Group	Faculty	Building 3, Suite 1210
Lunch 12:30 p.m. – 1:30 p.m.			
1:30 p.m. – 2:20 p.m.	<b>Managing the Proceeding: Language Obligations &amp; Working with the Interpreter</b> <ul style="list-style-type: none"> <li>• OCIJ February 11, 2013 Full &amp; Complete Memorandum</li> <li>• Best Practices When Working with Interpreters PowerPoint</li> <li>• Working with Interpreters PowerPoint</li> <li>• Language Services Unit Binder</li> </ul>	Karen Manna, LSU	Building 3, Suite 1210
Break 2:20 p.m. – 2:30 p.m.			



**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>2:20 p.m. – 3:30 p.m.</b>	<b>Managing the Proceeding: Maintaining a Productive &amp; Safe Environment</b> <ul style="list-style-type: none"><li>• <b>Immigration Judge's Credo</b></li></ul>	<b>J. Daniel Dowell, IJ (VTC) George Brown, Chief, Security</b>	<b>Building 3, Suite 1210</b>
<b>Break 3:30 p.m. – 3:40 p.m.</b>			
<b>3:40 p.m. – 5:30 p.m.</b>	<b>Exam</b>		<b>Building 3, Suite 1210</b>

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

Thursday, November 2, 2017			
Time	Topic	Presenter	Location
8:30 a.m. – 9:30 a.m.	<b>Resolving Relief Issues: Adjustment &amp; Waivers</b> <ul style="list-style-type: none"> <li>• <b>Adjustment of Status &amp; Waivers of Inadmissibility Outline</b></li> </ul>	Richard Phelps, IJ (VTC)	Building 3, Suite 1210
Break 9:30 a.m. – 9:40 a.m.			
9:40 a.m. – 10:50 a.m.	<b>Specialized Proceedings</b> <ul style="list-style-type: none"> <li>○ Credible Fear</li> <li>○ Reasonable Fear</li> <li>○ Withholding-Only</li> <li>○ Asylum-Only</li> <li>○ Claimed Status Review</li> <li>○ Rescission</li> <li>○ Deportation</li> <li>○ Exclusion</li> </ul> <ul style="list-style-type: none"> <li>• <b>Specialized Proceedings Before Immigration Judges Outline</b></li> </ul>	Richard Phelps, IJ (VTC)	Building 3, Suite 1210
Break 10:50 a.m. – 11:00 a.m.			
11:00 a.m. – 12:00 p.m.	Specialized Proceedings (con't)	Richard Phelps, IJ (VTC)	Building 3, Suite 1210
Lunch 12:00 p.m. – 1:30 p.m.			
1:30 p.m. – 2:30 p.m.	<b>Case Exercise Part VII: Conducting Specialized Proceedings</b> <ul style="list-style-type: none"> <li>• <b>Specialized Proceedings Practical Exercises</b></li> </ul>	Richard Phelps, IJ (VTC)	Building 3, Suite 1210
Break 2:30 p.m. – 2:40 p.m.			
2:40 p.m. – 5:30 p.m.	<b>Managing the Proceeding: Recording Proceedings Using DAR</b>	<b>Joseph Koenig Linda Mann</b>	<b>Skyline Tower, 18<sup>th</sup> Floor</b>

**New Immigration Judge Training**  
**Falls Church, Virginia**  
**October 23, 2017 – November 3, 2017**

<b>Friday, November 3, 2017</b>			
<b>Time</b>	<b>Topic</b>	<b>Presenter</b>	<b>Location</b>
<b>9:00 a.m. – 9:50 a.m.</b>	<b>Training Wrap Up: EOIR Benefits Orientation</b>	<b>George Pittmon, HR</b>	<b>Building 3, Suite 1210</b>
<b>Break 9:50 a.m. – 10:00 a.m.</b>			
<b>10:00 a.m. – 10:50 a.m.</b>	<b>Training Wrap Up: EOIR Benefits Orientation (con't.)</b>	<b>George Pittmon, HR</b>	<b>Building 3, Suite 1210</b>
<b>Break 10:50 a.m. – 11:00 a.m.</b>			
<b>11:00 a.m. – 11:30 a.m.</b>	<b>Training Wrap Up: Investiture Preparation</b>	<b>Heather Brown-Coward Marcia Lee-Sullivan</b>	<b>Building 3, Suite 1210</b>
<b>Lunch 11:30 a.m. – 12:45 p.m.</b>			
<b>12:45 p.m. – 4:00 p.m.</b>	<b>Investiture</b>	<b>OCIJ</b>	<b>Skyline Tower, 18<sup>th</sup> Floor</b>

**Required Out of Class Training:**

Professional Responsibility Video (2 hours)

EEO/Sexual Harassment Video (1 hour)

International Religious Freedom Binder

Immigration Court Practice Manual Online Orientation

(b)(6)

March 11, 2016

Kathy Tolson  
Human Resources Staff  
U.S. Department of Justice  
Executive Office for Immigration Review  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

Dear Ms. Tolson,

Greetings. This responds to your vacancy announcement EOIR-16-0048, for the position of Board Member at the Executive Office for Immigration Review (EOIR), Board of Immigration Appeals (BIA).

I currently serve as a Deputy Chief Immigration Judge in EOIR's Office of the Chief Immigration Judge (OCIJ). I have served the government as an attorney in the field of immigration law and policy for over 27 years. My experience includes service as EOIR's Acting Director for Administration, Assistant Chief Immigration Judge, senior counsel and chief of staff at OCIJ, senior legal advisor and team leader at the BIA, and attorney advisor at the BIA. From 1987 to 1989 I also served as Assistant Counsel to the House Judiciary Subcommittee on Immigration, Refugees, and International Law in the United States House of Representatives.

Enclosed in accordance with the terms of the vacancy announcement, please find attached my certification of registration with the selective service system and all of the other required elements of the application, including: (A) a resume; (B) a supplemental applicant statement which addresses each of the preferred qualification factors individually; (C) a recent supervisory appraisal of my performance; (D) a writing sample; (E) a list of ten letters of recommendation, the recommendations themselves, and a list of additional references of individuals who can speak to my overall qualifications based on personal knowledge; and (F) a copy of the most recent SF-50, or Notification of Personnel Action, appearing in my personnel file (EOPF).

Thank you for the opportunity to apply to serve EOIR in this new capacity, and for your kind attention.

Sincerely,



Edward F. Kelly

**EDWARD FRANCIS KELLY**

(b)(6)

Job: EOIR-16-0048  
Series & Grade: SL-0905-00  
E-Mail: [ed.kelly@usdoj.gov](mailto:ed.kelly@usdoj.gov)  
U. S. Citizen (b)(6)

**PROFILE:**

- Deputy Chief Immigration Judge with 27 years of legislative, administrative, and adjudicative experience in immigration law
- Skilled analytical legal writer who staff-authored eight national precedent decisions of the Board of Immigration Appeals (BIA)
- Experienced decision-maker who has adjudicated trial-level immigration cases fairly and efficiently through on-the-spot oral decisions
- High-volume case manager who managed the Attorney General's reform of the BIA
- Skilled administrator who served as Acting Assistant Director for Administration in the Executive Office for Immigration Review (EOIR)
- Collegial leader who has led and facilitated policy and planning meetings for BIA managers, Board Members, and Supervisory Immigration Judges

**PROFESSIONAL EXPERIENCE:**

United States Department of Justice, Executive Office for Immigration Review,  
5107 Leesburg Pike, Washington, DC, 22041:

**Deputy Chief Immigration Judge (DCIJ) (IJ-0905-00) 2013 to current**

Serve as the Chief Immigration Judge's delegate for nationwide operations and policy. Administer the 57 immigration courts including 200 hearing locations and over 800 staff throughout the United States. Supervised the Chief Counsel's Office, the Executive Officer's Office, the Chief Clerk's Office, the Court Evaluation Program, and the Interpreter Services Program. Since OCIJ's realignment in January 2016, I have also supervised four Assistant Chief Immigration Judges with portfolios in Training, Conduct and Professionalism, Mentoring, Vulnerable Populations, and Guidance and Publications.

**Accomplishments:**

- Served as an OCIJ liaison to Congressional appropriations staff and the Department of Homeland Security (DHS)
- Helped lead the implementation of new priorities in the immigration courts to address a major surge of juvenile and family immigrants in 2014
- Led other OCIJ case-management initiatives and pilots including multiple detained-case initiatives, and OCIJ's aged-case projects

**Acting Assistant Director for Administration (SES/detail) May 2015 to January 2016**

Managed EOIR's offices of Human Resources, Budget and Finance, Contracts and Procurement, and the Appropriations Liaison office.



Accomplishments:

- Made innovative changes to the immigration judge hiring process to jump-start the hiring of more than 120 immigration judges
- Oversaw the establishment of a hiring contract with the Office of Personnel Management (OPM) that further speeded Immigration Judge hiring
- Successfully steered all components of EOIR through our migration to the new Unified financial Management System (UFMS), in collaboration with JMD
- Directed the agency's successful financial operations from operating plan through the end of the fiscal year, including budget development for FY 2016 and FY 2017

**Assistant Chief Immigration Judge (ACIJ) (IJ-0905-00) 2011 to 2013**

Served in three roles: ACIJ for Operations from March 2012 to March 2013; supervisory ACIJ in charge of four immigration courts from March 2011 to March 2012; and adjudicator.

Accomplishments:

- As ACIJ for Operations, oversaw operations in the 59 immigration courts
- Organized temporary deployment of over 60 immigration judges from non-detained dockets to detained dockets elsewhere, in person and by video, to allow DHS counsel to review 300,000 pending files for prosecutorial discretion initiative
- Represented EOIR in liaison with stakeholders including senior DHS officials, representatives of foreign governments, local and State governments, the American Immigration Lawyers Association (AILA), law school clinics, advocacy groups, and non-governmental organizations
- Directly supervised and evaluated 15 immigration judges, court administrators and judicial law clerks in four immigration courts
- Oversaw completion of 18,000 cases in one year in four court locations
- Served by appointment as EOIR's Liaison Member of the Administrative Conference of the United States (ACUS); lead consultant in ACUS' adoption of 90 recommendations
- As an adjudicator, conducted adversarial hearings and rendered administratively final decisions in detained and non-detained removal proceedings
- Trained immigration judges and staff on new policy

**Senior Counsel and Chief Of Staff (GS-0905-15): 2009 to 2011**

Planned and communicated management and policy decisions and ensured that they were carried out, provided guidance and direction to the Assistant Chief Immigration Judges in their management of the immigration courts, developed OCIJ's strategic plans and case completion goals, and advised the Chief Immigration Judge on law, policy, and procedure concerning the fair and efficient operation of our immigration courts.

Accomplishments:

- Oversaw budget development for a \$20M EOIR component
- Organized and led the hiring of 48 immigration judges in one year
- Drafted EOIR's memorandum for the Attorney General that streamlined IJ hiring
- Allocated appropriate staffing for over 1,000 authorized positions in 59 courts
- Crafted the OCIJ's responses to sensitive Congressional and public inquiries

**Counsel For Operations, OCIJ (GS-0905-15): 2007 to 2009**

Advised the Chief Judge on law, policy and operations and managed overall operations for the agency's immigration courts, including strategic planning, budget, procurement, human resources, facilities and general administration.

**Accomplishments:**

- Created and managed the office's aged cases project; oversaw the prioritized scheduling and completion of over 10,000 aged cases
- Deployed IJs on hundreds of details to address rising detained caseload
- Successfully administered, with the ACIJ for Conduct and Professionalism, the highly sensitive IJ trial period program and created our standard operating procedure
- Provided OCIJ's response to an extensive audit by the Government Accountability Office (GAO) on asylum adjudication, including asylum grant disparities
- Oversaw contract changes that saved over \$4,000,000 in interpreter costs
- Opened new immigration courts
- Oversaw the sudden emergency closure of the San Pedro Immigration Court, bringing together a multi-departmental team to ensure safety of staff, proper handling of the caseload, immediate reassignments, and property conservation

**Senior Legal Advisor, BIA (GS-0905-15): 1998-2007**

Advised the Chairman and Vice-Chairman of the Board of Immigration Appeals (BIA) on law, policy, procedure and operations, and served as the principal project manager for the Board.

**Accomplishments:**

- Proposed the plan adopted by the Chairman and served as Chairman's project manager for the largest realignment and process transformation in the history of the Board of Immigration Appeals, 2002-2006
- Expanded BIA's streamlining process, guided the streamlining and merits panels in case-flow management, and oversaw completion of our 56,000 legacy cases timely
- Placed incoming cases on an adjudication clock, oversaw the design of the tracking system, and ensured that the 40,000+ new cases per year were completed on time
- Ultimately oversaw the streamlining of more than 100,000 appeals
- Completed 100% of the Attorney General's BIA reform goals ahead of schedule
- Managed resolution of 10,000 aged cases considered too difficult to move quickly
- Resolved a transcription backlog of more than 10,000 cases awaiting transcription by securing an additional transcription contract
- Directed operational changes that reduced detained case completion times from 95% complete within 180 days, to 95% complete within 150 days, including:
  - 5-day turnaround for all detained transcription orders
  - Concurrent briefing schedules for detained cases
  - A strict "one only" numerical limit on detained case briefing extensions
- Provided leadership in the implementation of the Attorney General's 22 initiatives for EOIR, including creating a new quality review process for BIA final orders
- Conceived the current "IJC" code in the EOIR data system to flag immigration judge conduct issues, resulting in the investigation of over 200 complaints
- Amicably resolved major disagreements with the attorneys' labor union using interest-based negotiation principles; negotiated the first agreement on "Flexiplace"



- Led the EOIR Director's Advisory Board Project: managed 20 advisory groups from every level of employee at the agency, produced 60 recommendations for agency improvement, and received a Director's Special Commendation Award
- Chaired BIA's hiring committees for judicial law clerks and staff hiring

**Supervisory Attorney Examiner/Team Leader, BIA (GS-0905-15): 1995-1998**

Supervised attorney staff for the Board of Immigration Appeals. Assigned cases, evaluated attorney performance, conducted quality review for thousands of staff-authored appellate decisions in asylum, refugee law, and removal, and created standard operating procedures adopted by the Board.

**Attorney Advisor, BIA (GS-0905-13, 14, 15): 1989-1993; 1994-1995**

Reviewed records of immigration proceedings *de novo* and proposed opinions and orders for the Board of Immigration Appeals to ensure the law and regulations were followed, the proceedings were fair, and the Attorney General's discretion was properly exercised; staff-authored published national precedent decisions and over 1,000 appellate decisions involving exclusion, deportation, asylum, withholding of deportation, the Convention Against Torture, adjustment of status, bond, waivers, and citizenship claims.

**Assistant Counsel: United States House of Representatives: 1987-1989**

Served the Subcommittee of the Judiciary On Immigration, Refugees, and International Law, Washington, D.C., 20024. Advised Subcommittee Chairman Romano L. Mazzoli on immigration and refugee law and legislative options. Drafted House reports, floor speeches, and legislative history; organized legislative hearings, oversight hearings, and mark-ups; contributed to the original definition of "aggravated felony" in the immigration laws (enacted); and served as lead attorney in drafting the Mariel Cuban Relief Act (defeated)

**EDUCATION**

- Juris Doctor, University of Notre Dame Law School, South Bend, Indiana
- Bachelor of Arts, Government and International Studies; second major in French, University of Notre Dame, South Bend, Indiana
- Graduate studies, Woodrow Wilson Department of Government and Foreign Affairs, University Of Virginia, Charlottesville, Virginia

**LECTURES AND MANAGEMENT FACILITATION**

- Video training presentation for staff in the 59 immigration courts: "Agency Structure," June 2013
- Lecture, "History of Immigration to the United States," one-hour video training presentation to immigration court staff nationwide, July 2011
- Live Lecture, "That's Incredible! Asylum Credibility after the REAL I.D. Act," National Judicial College, Reno, Nevada, Advanced New Judge Training, 2010
- Organizer and facilitator, "ACIJ Quarterly," a one-week training meeting for Supervisory Immigration Judges (ACIJs), 2009
- Co-facilitator, OCIJ Management meeting on Strategic Planning, 2008
- Address, "Interpreters and Due Process In the Immigration Courts," OCIJ Interpreters Conference, 2007

- Panel discussion leader, "The Real ID ACT," immigration judge training conference, 2005, with two Members of the Board of Immigration Appeals
- Panel discussion leader, "Legal Update: Circuit Courts and the BIA," immigration judge training conference, 2004
- Organizer and facilitator of BIA management and Board Member off-site meetings: "BIA Initiatives for 2004 and Beyond" in 2003; "BIA Initiatives" in 2002; "Case Efficiencies" in 2001; "Management Initiatives" in 2000; "Restructuring" in 1999
- Facilitator, inaugural meeting of the International Association of Refugee Law Judges (AIRLJ), Western Hemisphere Chapter, 2003
- Chairman and facilitator, BIA restructuring working group, 2002-2003
- Facilitator and chair, Chairman's Board Member transition group, 2001-2003
- Program manager and facilitator, Director's Advisory Boards, 1999-2000
- Co-facilitator, "BIA AEDPA/IIRIRA Training" 1997
- Lecture for training workshop: "The Entry Doctrine in Immigration Law," 1995

#### **PUBLICATIONS AND STAFF-AUTHORED NATIONAL PRECEDENT DECISIONS**

- "Crimes and Misdemeanors: The Supreme Court's Decision in *Lopez v. Gonzales*," *Immigration Law Advisor*, January 2007
- *Matter of Vasquez-Muniz*, 23 I&N Dec. 207 (BIA 2002)
- *Matter of Morales*, 21 I&N Dec. 130 (BIA 1995, 1996) (two decisions)
- *Matter of Grinberg*, 20 I&N Dec. 911 (BIA 1994)
- *Matter of Z-*, 20 I&N Dec. 707 (BIA 1993)
- *Matter of Rahman*, 20 I&N Dec. 480 (BIA 1991)
- *Matter of Guevera*, 20 I&N Dec. 238 (BIA 1990, 1991) (two decisions)
- "Abraham, Isaac, and the State: Faith Healing and Legal Intervention," 27 *U. Rich L. Rev.* 951 (1992-1993) (staff-authored, under author Professor Henry Abraham)

#### **ADDITIONAL INFORMATION**

- Highest Federal civilian grade: Immigration Judge (IJ-0905-00), began 03/10/2011
- Bar License: Active Member, Virginia State Bar, admitted 1987
- Awards:
  - Two Director's Special Commendation Awards, EOIR 2000, 2002
  - Nineteen Special Act and Special Achievement Awards, EOIR, 1994-2008
  - Superior performance awards yearly, budget permitting, 1990 to present
- Training (samples):
  - Yearly one-week training courses including immigration law, executive leadership, worldwide country conditions, how to avoid reversal at the BIA, cultural sensitivity, credibility determinations, diversity, policy and procedure, management, negotiating labor agreements, performance work plan development
- Cross-cultural awareness:
  - Immigration Judge training on cross-cultural issues in adjudication, 2010
  - Two years in rural Africa living and working as a teacher, 1982-1984
  - United States Peace Corps cultural awareness intensive training, 1982
  - One-year foreign studies program, France 1979-1980
- Language skills: French

**SUSAN MARIE BESCHTA**

(b)(6)

**PROFESSIONAL EXPERIENCE**

**Department of Homeland Security – ICE Office of Chief Counsel, New York, NY**

*Deputy Chief Counsel*

12/2014 - Present

Lead and provide direction to a Unit Prosecution Team of fifteen attorneys, monitor and maintain a high standard of representation; manage and assist in coordinating the Unaccompanied Children and Family Unit dockets, and co-manage the Human Rights Litigation Team. Foster and encourage teamwork and communication; mentor staff; develop skills and knowledge of staff members; recruit and hire staff; reinforce and maintain staff accountability; assist with the development and implementation of programs. Asylum Office Liaison. Protection Law point of contact.

*Assistant Chief Counsel*

2002 – 12/2014

Represent the Department in removal proceedings before the DOJ's EOIR. Litigate master calendar, removability, suppression, individual and bond hearings. Extensive experience with criminal removability grounds, detention authority, human rights and national security issues. Draft charging documents, motions, briefs, proposed orders and correspondence. Conduct cross-examinations of respondents, lay and expert witnesses, and conduct direct examinations of Department witnesses.

**Key Accomplishments**

Earned Special Achievement Awards annually. Developed subject-matter expertise in crimmigration as an attorney on the detained docket. Lead nation-wide and office-wide trainings on crimmigration issues, mental competency, and bond/custody issues. Authored winning DHS briefs for three Board of Immigration Appeals precedent decisions.

**Bretz & Coven, LLP, New York, NY**

*Associate*

2000 – 2002

Appeal team – primary author on briefs. Immigration litigator focusing on deportation defense, in immigration and federal courts, for non-citizens charged with removability as a consequence of criminal convictions. Represented, pro bono, eleven Sierra Leonean victims of forced amputations in connection with their applications for asylum.

**Catholic Charities/Archdiocese of New York**

**Immigration and Refugee Services – New York, NY**

*Senior Attorney*

1996 – 2000

*Staff Attorney*

1991 – 1994



Represented detained and non-detained respondents before DOJ's EOIR and before the Board of Immigration Appeals. Prepared applications for a wide range of immigration benefits. Provided legal supervision for immigration counseling staff, volunteer attorneys and law students.

**Immigration and Naturalization Service - Asylum Office, Rosedale, NY**

*Asylum Officer*

1994 – 1995

Interviewed applicants for asylum in order to develop facts and to identify and resolve legal issues regarding eligibility. Researched, interpreted and applied BIA precedent decisions, laws, regulations and human rights reports in order to adjudicate asylum requests. Conducted training sessions for Asylum Officers.

**Center for Human Rights and Constitutional Law, Los Angeles, CA**

*Law Clerk*

1989

Legal research, writing and filing.

**NAACP - General Counsel's Office, Baltimore, MD**

*Law Clerk*

Summer 1987

Researched voting rights, school desegregation implementation and other issues in preparation for the NAACP's National Convention.

***The New York Times*, New York, NY**

*Freelance – Assistant Art Director*

1986 – 1990

*Assistant Art Director*

1981 – 1986

Designed editorial layouts for *The New York Times* Sunday Magazine, *Fashions of the Times*, etc. Coordinated a production team that included authors, editors, photographers, stylists, illustrators, typesetters and printers.

**EDUCATIONAL BACKGROUND**

- Juris Doctor, City University of New York - Law School 1989
- Bachelor of Fine Arts, Pratt Institute 1976

**ADMITTED TO PRACTICE**

- United States Supreme Court 2001
- United States District Court – Eastern District 1999
- United States District Court – Southern District 1997
- New York State 1991

**PROFESSIONAL & SERVICE AFFILIATIONS**

- Secretary – PTA. Institute for Collaborative Education. 2015 – 2016
- Board Member. Co-op. 2008 – 2009
- Co-President - PTA. Public School 77 – Lower Lab School. 2005 – 2006
- Secretary - PTA. Hunter College High School. 2002 – 2003



# Office of the Attorney General

Washington, D.C. 20530

ORDER NO. 4163-2018

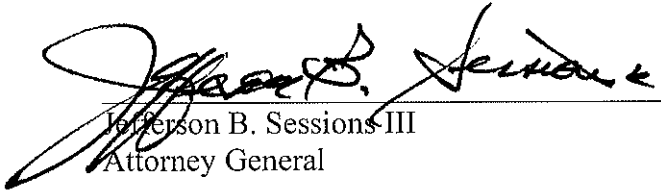
## APPOINTING SUSAN M. BESCHTA AS AN IMMIGRATION JUDGE FOR A PERIOD NOT TO EXCEED 24 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Susan M. Beschta as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 24 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

May 15, 2018

Date

  
Jefferson B. Sessions III  
Attorney General

## RAPHAEL CHOI

(b)(6)

Member Wisconsin State Bar (2002-present)  
Job Announcement Number: EOIR-14-0071

### Education:

#### University of Wisconsin Law School

Madison, WI

J.D.

Spring 2002

- Wisconsin Law Review: Managing Editor (2001-2002), Member (2000-2001).
- Wisconsin International Law Journal: Note & Comment Editor (2001-2002), Member (2000-2001).
- Moot Court Board: Jessup Int'l Law Competition: Member (2001), Coach (2002).
- Thomas Tang Moot Court Competition: Member (Fall 2000 and Spring 2001).
- Teaching Assistant: Legal Research & Writing Department (Fall 2000 - Spring 2002).
- Bruce F. Beilfuss Memorial Award for Outstanding Contribution to the Law School Community (2002).

#### Iowa State University

Ames, IA

B.A. in English

Spring 1996

### Experience:

#### U.S. Department of Homeland Security — ICE/ OPLA

Arlington, VA

Chief Counsel - GS 15/ Step 5/ Series 0905

Fall 2007 to Present

- First-line supervisor of 3 Deputy Chief Counsels; second-line supervisor of 2 Senior Attorneys, 16 Assistant Chief Counsels, 1 Mission Support Specialist, and 3 Legal Assistants.
- Anticipated and implemented the following office directives: (1) embedded attorneys with operational clients to improve quality and timeliness of legal sufficiency reviews (2007); (2) designated Special Assistant United States Attorneys in DOJ-WDVA (2007) and EDVA (2008); (3) developed monthly special interest docket reports to promote accomplishments, identify emerging areas of interest, and enhance communication with OPLA HQ and ICE operational components (2008); (4) developed Arlington SharePoint collaborative site and trained staff on its information sharing and task management capabilities (2009); (5) developed and implemented Arlington OCC's Smart Prosecution initiative, which empowered attorney staff by enhancing their abilities to exercise prosecutorial discretion in all phases of the immigration enforcement process (2010); (6) developed and implemented an Advanced Review Team (ART) which emphasized comprehensive pre-hearing case review to enhance issue spotting, and enable efficient resolution of appropriate cases, consistent with ICE's Civil Enforcement Priorities (2012-2013).
- Created discreet special interest teams, designated team leaders, and vision statements to encourage subject matter expertise and enhance prosecution services to clients and stakeholders: (i) national security team; (ii) human rights team; (iii) detained docket team—ERO; (iv) HSI teams: denaturalization, CUC operations, worksite enforcement, customs and Fourth Amendment; (v) VAWA specialists; (vi) juvenile docket team; (vii) federal litigation team; (viii) DOJ-SAUSA—EDVA and WDVA; (ix) asylum fraud team; (x) Law Review/ Appellate team; (xi) stipulated removal/ legal sufficiency team; (xii) motions team.

#### U.S. Department of Homeland Security — ICE/ OPLA Field Legal Operations

Washington, DC

Director (Acting) - GS 15/ Step 3/ Series 0905

June 2011 to July 2011

- Managed production of proposed OPLA standard operating procedures for the implementation of prosecutorial discretion in accordance with the June 17, 2011 ICE Memorandum on the Exercise of Prosecutorial Discretion Consistent with Civil Immigration Enforcement Priorities.
- Provided guidance to OPLA's Deputy Principal Legal Advisor on issues such as DOMA, prosecutorial discretion on a national and local case-by-case basis, and various novel legal enforcement issues.
- Disseminated daily legal policy guidance to 26 OPLA FLO Chief Counsel offices on urgent and emerging legal issues, and led discussion of OPLA policies in bi-weekly national conference calls.

#### U.S. Department of Homeland Security — ICE/ OPLA

New York, NY

Chief Counsel (Acting) - GS 15/ Step 3/ Series 0905

January 2011 to April 2011

- Developed communication improvement plan: (1) daily management meetings; (2) monthly special-interest team meetings; (3) monthly all-hands staff meetings; (4) monthly Deputy Chief Counsel team meetings; (5) monthly FOD and SAC client meetings; (6) bi-weekly EOIR court liaison meetings; (7) regular management visits to satellite offices.
- Initiated office improvement plan through top-down strategic review: (1) focused management resources



- on ICE/ OPLA priorities; (2) developed in-house working groups emphasizing file management, duty attorney responsibilities, training/ mentoring, motions practice, appeals practice.
- Improved communications with NYC EOIR through regular meetings with the NYC ACIJ and participated in brown-bag lunch Q & A with NYC EOIR Immigration Judges.
- Improved dialogue with municipal government stakeholders by meeting with NYC City Council on emerging issues related to secure communities, ERO's Criminal Alien Program, and addressed questions on the force and effect of immigration detainers.
- Researched, drafted, and disseminated local guidance on emerging legal issues, consistent with national ICE/ OPLA policies on prosecuting DOMA-based challenges to immigration benefits eligibility, prosecutorial discretion, and protection law in the FGM context.

**U.S. Department of Homeland Security — ICE Office of Equal Employment**  
**Director (Acting) - GS 15/ Step 3/ Series 0905**

**Washington, DC**  
*August 2010 to February 2011*

- Developed and executed office strategic plan: (1) improve staff morale; (2) ensure production of mandatory annual reports; (3) develop standard operating procedures to implement ICE's Reasonable Accommodations policies; (4) develop office standard operating procedures for case intake, formal complaint referral, and compliance; (5) increase ICE EEO visibility to stakeholders, and actively participate in ICE Executive Operations meetings; (6) manage office relocation.
- Designated discreet subject-based specialty teams to develop and advertise EEO expertise to ICE public.
- Developed and trained staff to utilize information sharing, tasking, and external communication protocols through the EEO SharePoint collaborative site.
- Improved relationships with key stakeholders, such as ICE's Civil Rights and Civil Liberties Division, through active participation in meetings, emphasis on timeliness of service, and increased administrative/ management transparency.

**U.S. Department of Homeland Security — OPLA / ICE**  
**Deputy Chief Counsel - GS 15/ Step 1/ Series 0905**

**Arlington, VA**  
*Fall 2006 to Fall 2007*

- First-line supervisor for 15 Assistant Chief Counsels, 1 Mission Support Specialist and 5 Legal Assistants.
- Proposed and led inter-office working groups to assess attrition, address and improve administrative process inefficiencies, and determine operational gaps.
- Developed subject matter expertise and prosecution theories on novel applications of the law that eventually led to prevailing prosecution theories underscoring major local operations: (i) use of INA § 342 in the processing of a significant benefits fraud scheme; (ii) development of theories relating to serious non-political crime bar; (iii) development of asylee/ refugee prosecution theories; (iv) development of immigration prosecution risk assessments in the use of notional visas by the U.S. State Department.
- Delivered extensive and comprehensive training to staff on revised office procedures, legal substance to emphasize issue spotting, HQ reporting requirements, and client/ stakeholder outreach and interaction (with particular emphasis on method, mode, and timeliness of communications).
- Wrote and managed office procedural manuals and memorandums in critical performance areas, such as case preparation, handling of motions, duty attorney responsibilities.

**U.S. Department of Homeland Security — OPLA / ICE**  
**Assistant Chief Counsel - GS 14/ Step 2/ Series 0905**

**New York, NY & Arlington, VA**  
*NYC (2002- 2005); Arlington (2006)*

- Hired pursuant to the USDOJ Attorney General Honors Program, Fall 2002 (NYC).
- Prepared and litigated removal cases related to asylum, withholding, CAT protection.
- Designated POC for National Security cases in Arlington OCC.
- Designated POC for Human Rights Persecutor cases in Arlington OCC.
- Designated lead ACC for detained alien docket in Arlington OCC.

**Leadership**

**Activities:** **OPLA NTA Working Group**  
**Team Leader**

**FY 2010**

- Designated team leader of 13-member working group comprised of 5 OPLA Chief Counsels, 6 Deputy Chief Counsels, and 2 Senior Attorneys.
- Managed production of OPLA NTA Legal Sufficiency Standards.

**OPLA HQ Senior Management Counsel**  
***Detail (3 weeks in 2007 and 4 weeks in 2010)***

*Summer 2007 & Winter 2010*

- Advised OPLA Special Counsel and Acting Principal Legal Advisor by drafting prosecution strategies pertaining to novel refugee removability issues (2007).
- Researched and drafted advisory opinions to OPLA HQ leadership, including the potential legal and operational impact of Haitian migrants seeking admission to the United States, legal impact of OAS' 2010 Parole Directive, and the legal impact of CBP's 2009 Deferred Inspection/ Judgment and Conviction Program on OPLA field offices.

**Awards:**

- Special Achievement Award (2004-2014).
- Service Award from ICE's Executive Management and Administrative Team: EEO Acting Director (2011).
- ICE Director's Excellence in Management Award (2011).

**Trainings/ Presentations:**

- Member: Strategic Review Team – Baltimore (2007).
- Member: Six Sigma – Litigation Skills/ Oral Advocacy Working Group (2007-2008).
- Strategic Thinking/ Staff Rider Training (2009).
- Presentations: Significant Case Reporting (New and Experienced Attorney Training 2007), Client Support to HSI (OPLA Management Conference 2008), Prosecution of Criminal Asylees and Refugees (APLD Conference 2008), NTA Legal Sufficiency Review (ICE Management Conference 2010); EEO Management Training Presentation (SAC SNJ HSI Conference 2010); Career Panel Speaker (EOIR Judicial Law Clerk Training Conference 2010-2012).



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4138-2018

APPOINTING RAPHAEL H. CHOI AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 18 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Raphael H. Choi as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 18 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

Date

3/26/18

Jefferson B. Sessions III  
Attorney General

A handwritten signature of Jefferson B. Sessions III is written over a horizontal line. The signature is in cursive and appears to read "Jefferson B. Sessions III".



## Sean D. Clancy

(b)(6)

A large black rectangular redaction box covers the contact information and other details of Sean D. Clancy.

### EXPERIENCE

**Deputy Chief**, U.S. Department of Homeland Security, U. S. Citizenship and Immigration Services (USCIS), Service Center Law Division, Dallas, TX (April 2017 to present).

- Supervise six USCIS attorneys and support personnel at USCIS' Texas Service Center.
- Recipient of USCIS Chief Counsel's Focus Team Award for 2017.

**Associate Counsel**, U. S. Department of Homeland Security, U. S. Citizenship and Immigration Services (USCIS): Vermont Service Center, St. Albans, VT (January 2013 – May 2014); Texas Service Center, Dallas, TX (May 2014 to April 2017).

- Provided legal advice and counsel to USCIS adjudicators on various legal issues arising from immigration applications and petitions.
- Prepared, organized, and provided training for USCIS adjudicators regarding legal issues pertaining to different aspects of immigration law.
- Coordinated with U. S. Attorneys' Offices across the United States as well as the Office of Immigration Litigation (OIL) of the U. S. Department of Justice to represent USCIS in immigration-related litigation.
- Presenter at U. S. Department of Justice's National Advocacy Center in Columbia, SC.
- Seven Times Recipient of Merit Awards for contributions to USCIS' legal program.
- Recipient of USCIS Chief Counsel's Focus Team Award for 2015.
- Recipient of Excellence Award from the U. S. Department of Homeland Security's General Counsel's Office (2016) for representing USCIS in litigation associated with "Operation Fiction Writer."

**Special Assistant United States Attorney**, U. S. Department of Justice, Brownsville, TX (March 2010 – January 2013).

- Prosecuted numerous and varied federal felony offenses in United States District Court, including cases involving drug, alien, and bulk cash smuggling.
- Twice Recipient of Merit Award from U. S. Immigration and Customs Enforcement for work as a Special Assistant.
- Extensive legal and professional training at the National Advocacy Center in Columbia, SC.

**Assistant Chief Counsel**, U. S. Department of Homeland Security, Immigration and Customs Enforcement (ICE), Harlingen, TX (March 2003 – January 2013).

- Represented the Department of Homeland Security in removal proceedings in Immigration Court, at both the trial and appellate level, involving a wide range of issues and respondents, including detained/unaccompanied minors, special interest/suspected terrorist aliens, and criminal aliens.
- Advised Department of Homeland Security officers, including Border Patrol, ICE Enforcement, and legacy Customs agents as to the propriety and legality of proposed actions as well as to statutory and regulatory duties.
- Assisted attorneys with the U. S. Attorney's Office in the Southern District of Texas in litigation brought against officers of the Department of Homeland Security.
- Member of the General Counsel Electronic Management System ("GEMS") Data Working Group, with responsibility for creating and implementing standard protocols (e.g., "Uniform GEMS Phrases") for use on a national basis throughout the Department of Homeland Security for data input and retrieval in GEMS.
- Liaison with the Knowledge Management Division of the Department of Homeland Security ("GEMS Superuser") to coordinate use of electronic systems in case management and strategic planning.
- Member of National Security Law Division Team, San Antonio/Harlingen office.
- Three Times Recipient of Merit Award for Contributions to the Immigration and Customs Enforcement Legal Program.

**Assistant District Counsel**, U. S. Department of Justice, Immigration and Naturalization Service, Harlingen, TX (July 2002 - March 2003).

**Assistant Attorney General**, State of Tennessee, Nashville, TN (November 1998 – June 2002).

- Practice Areas included Tax, Administrative, and Telecommunications Law.
- Trial Counsel representing the State of Tennessee in numerous courts across the state.
- Lead Counsel for various state administrative agencies, including the Real Estate Commission and the Tennessee Regulatory Authority, in numerous administrative appeals.
- Represented the State of Tennessee in several appeals before the Eastern and Middle Divisions of the Tennessee Court of Appeals, including Willamette v. Tenn. Assessment Appeals Comm., 11 S.W.3d 142 (Tenn. Ct. App. 1999).
- Authored numerous formal and informal Attorney General Opinions, ten of which are published, concerning constitutional, tax, and telecommunications issues.
- Reviewed and edited proposed rules and regulations for different administrative bodies, including the Tennessee Regulatory Authority, to ensure compliance with state and federal law.

**Attorney**, Anderson/Clancy Law Firm, Jackson, TN (May 1998 – November 1998).

- Provided legal services to various clients involving real estate, banking, corporate, and criminal law issues.

**Law Clerk**, Anderson/Clancy Law Firm, Jackson, TN (November 1997 – April 1998).

**Peace Corps Volunteer**, Ashgabat, Turkmenistan (September 1996 - October 1997).

- Taught Business Law and Business English at Turkmen State University.
- Drafted grant and project proposals for United Nations Population Development Fund.

**Law Clerk**, Waldrop and Hall, P. A., Jackson, TN (Summers 1994 and 1995).

## **EDUCATION**

**Washington and Lee University School of Law**

Lexington, Virginia.

Juris Doctorate, 1996.

**Honors and Activities:** Merit Scholarship; Honor Advocates Program; Negotiations Competition; Washington and Lee Rugby Football Club; International Law Society.

**University of Mississippi**

Oxford, Mississippi.

Bachelor of Arts in Political Science, 1993. Minors in German and History.

Graduated with Highest Honors.

**Honors and Activities:** Academic Excellence Scholarship; Phi Kappa Phi National Honor Society; Golden Key Club National Honor Society; Honors Scholarship; Gamma Beta Phi National Honorary Society; Pi Sigma Alpha National Honorary Society.

**University of Strathclyde**

Glasgow, Scotland.

Exchange Student, 1991-1992.

**Honors and Activities:** Vice Chairman, General Committee of Clubs and Societies; President, North American Student Society.

**Languages:** English; Russian and German; some experience with Spanish and Turkmen.



Office of the Attorney General  
Washington, D.C. 20530

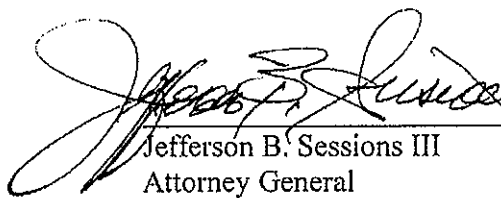
ORDER NO. 4147-2018

APPOINTING SEAN D. CLANCY AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 24 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Sean D. Clancy as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 24 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

4/13/18  
Date

  
Jefferson B. Sessions III  
Attorney General



**JACQUELINE J. JACKSON**

(b)(6)

**EXPERIENCE:**

(Civilian)

**Senior Attorney, U.S. Immigration and Customs Enforcement – San Francisco, CA**

Nov 2006-Present

Serve as Labor Law Attorney/Advisor (GS-15) in the Employment and Labor Law Division for U.S. Immigration and Customs Enforcement (ICE), Department of Homeland Security. Responsible for managing and litigating the most difficult and complex federal employment law cases. Act as Agency representative in federal civil litigation including to FTCA, Title VII, and Bivens proceedings. Represent the Agency before the Merit Systems Protection Board, Equal Employment Opportunity Commission, Federal Labor Relations Board, and various other administrative tribunals. Serve as a national Labor Law instructor for ICE supervisors at the Leadership Development Center in Dallas, Texas. Present training to local supervisors on Douglas Factors analysis as well as merit system and EEO principles.

**Agency Counsel U.S. Customs and Border Protection – San Diego and San Francisco, CA**

Mar 2000-Oct 2006

Served as an Agency Counsel for U.S. Customs and Border Protection (CBP), Department of Homeland Security. Advised the Agency regarding enforcement, trade, and administrative issues. Acted as Agency representative in federal civil litigation including to FTCA, Title VII, and forfeiture proceedings. Served as a national administrative law instructor responsible for the training and mentoring of new attorneys within various components of the Department of Homeland Security.

**Assistant United States Attorney - San Diego, CA**

Oct 1997-Dec 1999

Presented felony cases in federal court. Organized and present evidence in pre-trial hearings, trials, sentencings, and related proceedings regarding drug importation, distribution, alien smuggling, currency exportation, and child pornography. Conducted legal research and writing. Prepared and edited briefs, motions, memorandum, and plea agreements. Identified, developed, structured, conducted, and directed federal investigations.

**EXPERIENCE:**

(Active Duty Military)

**Trial Counsel - Fort Hood, TX**

Aug 1996-Sep 1997

Prosecutor for the United States Army Judge Advocate General's Corps (JAGC). Served as a prosecutor for one of the largest court-martial jurisdictions in the U.S. Army. Advised commanders on the disposition of all cases under the Uniform Code of Military Justice. The offenses included rape, aggravated assault, battery, larceny, forgery, DUI, drug distribution, and drug use. Represented the Government at general and special-courts-martial and at numerous administrative separation hearings. Supervised a staff of seven legal clerks. Served as the deputy of the criminal law division. Supervised five staff attorneys and oversaw the appellate review process in the chief's absence.



Jacqueline J. Jackson

Page Two

**Professional Recruiter- Fort Belvoir, VA**

Mar 1994-Jul 1996

Represented the JAGC as a professional recruiter specializing in human relations. This program is the primary recruitment tool JAGC. Recruited all law students for the summer intern program and permanent full-time positions. Generated over 5000 applications. Managed and coordinated 70 recruiters who interviewed at 179 ABA-accredited law schools with a \$120,000 budget. Developed the JAGC advertising campaign with a \$150,000 budget. Coordinated the JAGC Summer Intern Program of 100 law students assigned world-wide with a \$500,000 budget. Specialized in the recruitment of minorities and women. Implemented JAGC diversification strategy. Organized the Annual JAGC Recruiting Conference, a training program designed to teach recruiters interview techniques and skills. Hosted a national conference for Law School Career Placement Directors including seminars, lectures, social activities, and guest speakers.

**Contract Attorney-Advisor (Pentagon) - Washington, DC**

May 1992-Mar 1994

Advised the contracting personnel of Defense Supply Service-Washington (DSS-W). Reviewed solicitations and contracts. Contracts ranged in value from \$100,000 to \$300 million. Contracts included computer hardware, software development, health affairs, telecommunications, advertising, banking, and research and development. Rendered legal opinions on procurement related issues and supervised the processing of Freedom of Information Act (FOIA) requests. Acted as a trial attorney in GSBGA and GAO protests. Prepared and reviewed final decisions rendered under the Contracts Disputes Act 1978. Advised and evaluated claims arising from DSS-W operations. Supervised six legal clerks and two paralegals.

**Labor Advisor- Bayonne, NJ**

Apr 1991-May 1992

Advised the Commander and Staff on all civilian personnel labor issue and EEO matters. Negotiated labor contracts and individual/employee actions. Advised managers regarding adverse actions and complaints charging discrimination in employment under Title VII of the Civil Rights Acts of 1964, as amended. Represented the government in EEO, MSPB, and union arbitration proceeding arising out of employer/employee relationship with appropriately 1200 civilians.

**Chief Legal Assistance Attorney- Bayonne, NJ**

Oct 1990-May 1992

Supervised a small staff in rendering services to personnel entitled to military benefits. Required planning, organizing and conducting studies of legal problems, developing solutions and recommendations. Counseled and prepared legal documents for the resolution of problems involving commercial contracts, purchase and sale of personal and real property, immigration and naturalization, domestic relations, tax law, estate planning and probate, survivor's rights and benefits, landlord-tenant relations, indebtedness, military administrative actions and other civil matter.

**Contract Law Advisor- Bayonne, NJ**

Apr 1990-May 1992

Reviewed for legal sufficiency all aspects of the purchases and actions undertaken by the Directorate of Contracting. Included acquisition plans, justification for other than full and open competition, specifications, statements of work, amendments, awards, modifications and terminations. Provided advice on contracts involving construction, services, supplies, purchase, lease and/or maintenance of longshoreman services. Prepared responses to all protests and claims and represented the government in negotiations.

Jacqueline J. Jackson  
Page Three

**(Additional Duties)**

**Military Social Aide (White House) - Washington, DC**

Jan 1994-Jun 1996

Selected as a part of the President's diplomatic entourage responsible for guest hospitality. Military liaison for White House social events such as state dinners, diplomatic receptions, and various other social events. Acted as a hostess, escort, and tour guide. Attended the 50th Anniversary of the United Nations acting as an escort to President Nelson Mandela. Required top secret clearance.

**BAR STATUS:**

Admitted in Pennsylvania, 1989

**EDUCATION:**

UCLA Law School  
Juris Doctorate May 1989  
Member, National Law Journal

Los Angeles, California

Stanford University  
Bachelor of Arts, June 1986  
Minority Honors Scholar

Stanford, California

**PROFESSIONAL ASSOCIATIONS:**

American Bar Association  
National Bar Association  
Pennsylvania Bar Association  
Federal Bar Association  
Delta Sigma Theta, Inc.

**RESUME OF SERVICE CAREER**  
**of**

**JACQUELINE JAYNEEN JACKSON**, Colonel, Judge Advocate (USAR), (b)(6)

**DATE AND PLACE OF BIRTH:** (b)(6) California

**YEARS OF COMMISSIONED SERVICE:** Over 25 Years

**TOTAL YEARS OF SERVICE:** Over 25 Years

**PRESENT ASSIGNMENT:** Commander, 78<sup>th</sup> Legal Operations Detachment, Los Alamitos, California

**CURRENT OCCUPATION:** Senior Attorney (GS-15), Office of Chief Counsel, Immigration and Customs Enforcement, Department of Homeland Security, San Francisco, California

**MILITARY SCHOOLS ATTENDED:**

U.S. Army Judge Advocate General's School

Judge Advocate Officer Basic Course (Active Duty), Honors, 1990

Contract Law Course, 1990

Legal Assistance Course, 1991

Claims Course, 1991

Contract Law Symposium, 1995

JAGC Officer Advanced Course, 2001

Legal Assistance Course, 1990, 2005, 2007

Ethics Counselor's Course, 2007

U. S. Air Force Judge Advocate General's School

Environmental Law Course, 1992

Labor Law Course, 1992

U.S. Army Command & General Staff College

Combined Arms and Services Staff School, 1996

Command and General Staff Course, 2003

U.S. Army War College

Distance Education Program, 2013

**EDUCATION DEGREES:**

U.S. Army War College, Master of Strategic Studies, 2013

Stanford University, Bachelor of Arts, 1986

Minority Honors Scholar

UCLA Law School, Juris Doctorate, 1989

Member, National Law Journal

**FOREIGN LANGUAGES:**

None Recorded

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JACQUELINE JAYNEEN JACKSON, Colonel, Judge Advocate (USAR) (b)(6)

**MAJOR DUTY ASSIGNMENTS**

FROM	TO	ASSIGNMENT
AUG 86	DEC 89	EDUCATIONAL DELAY
<b>ACTIVE DUTY</b>		
JAN 90	APR 90	Student In-Residence The Judge Advocate General's School, Army Judge Advocate Officer Basic Course - Active Duty Charlottesville, Virginia
APR 90	APR 91	Legal Assistance and Contract Law Attorney Military Transportation Management Command – Eastern Area Bayonne, New Jersey
APR 91	MAY 92	Chief, Legal Assistance and Labor Law Advisor Military Transportation Management Command – Eastern Area Bayonne, New Jersey
MAY 92	MAR 94	Contract Law Attorney / Advisor (Pentagon) Defense Supply Service - Washington Washington, DC
JAN 94	MAR 94	White House Military Social Aide (Additional Duty) Washington, DC
MAR 94	JUL 96	Professional Recruiter Judge Advocate Recruiting Office (JARO) Fort Belvoir, Virginia
MAR 94	JAN 96	White House Military Social Aide (Additional Duty) Washington, DC
JAN 96	MAR 96	Student In-Residence U.S. Army Command & General Staff College Combined Arms and Services Staff School – Active Duty Fort Leavenworth, Kansas



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JACQUELINE JAYNEEN JACKSON, Colonel, Judge Advocate (USAR)

(b)(6)

**MAJOR DUTY ASSIGNMENTS (continued)**

MAR 96	JUL 96	Professional Recruiter Judge Advocate Recruiting Office (JARO) Fort Belvoir, Virginia
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MAR 96	JUL 96	White House Military Social Aide (Additional Duty) Washington, DC
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JUL 96	SEP 97	Trial Counsel III Corps and Fort Hood Fort Hood, Texas
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**USAR – Not on Active Duty**

DEC 97	NOV 99	Legal Assistance / Senior Claims Officer 78 <sup>th</sup> Legal Support Organization Legal Services Team – San Diego San Diego, California
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DEC 99	NOV 01	Deputy Team Director 78 <sup>th</sup> Legal Support Organization Legal Services Team – San Diego San Diego, California
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Student  
The Judge Advocate General's School, Army  
RC Officer Advanced Course  
Charlottesville, Virginia  
(Jan 01 ADT)

DEC 01	NOV 02	Senior Legal Opinions Officer (S-1) 78 <sup>th</sup> Legal Support Organization Los Alamitos, California
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DEC 02	NOV 03	Senior Legal Opinions Officer (S-1) 78 <sup>th</sup> Legal Support Organization Los Alamitos, California
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Student  
Command and General Staff Officers Course  
U.S. Army Command & General Staff College  
Fort Leavenworth, Kansas  
(JUL 02 ADT)

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JACQUELINE JAYNEEN JACKSON, Colonel, Judge Advocate (USAR), (b)(6)

**MAJOR DUTY ASSIGNMENTS** (continued)

**USAR – Not on Active Duty**

DEC 03	FEB 05	Training Officer (S-3) 75 <sup>th</sup> Legal Support Organization Moffett Field, California
		Student Command and General Staff Officers Course U.S. Army Command & General Staff College Fort Leavenworth, Kansas (JUL 03 ADT)
MAR 05	OCT 07	Deputy Staff Judge Advocate 6045 <sup>th</sup> Garrison Support Unit San Jose, California
NOV 07	MAR 08	Command Judge Advocate 1397 <sup>th</sup> Transportation Terminal Brigade (Detailed) 75 <sup>th</sup> Legal Support Organization Marine Island, California
MAR 08	AUG 08	Deputy Commander 75 <sup>th</sup> Legal Support Organization Moffett Field, California

**USAR – Active Duty (Mobilized)**

AUG 08	MAR 09	Chief, Legal Assistance Office of the Staff Judge Advocate, I Corps and Fort Lewis Fort Lewis, Washington
MAR 09	AUG 09	Civil Law Attorney / Advisor Office of the Staff Judge Advocate, I Corps and Fort Lewis Fort Lewis, Washington

**USAR – Not on Active Duty**

AUG 09	DEC 09	Special Operations Officer 75 <sup>th</sup> Legal Support Organization Moffett Field, California
DEC 09	DEC 11	Deputy Commander 75 <sup>th</sup> Legal Support Organization Moffett Field, California

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JACQUELINE JAYNEEN JACKSON, Colonel, Judge Advocate (USAR), (b)(6)

**PROMOTIONS**

**DATES OF APPOINTMENT**

Rank	Component	Date
2LT	USAR	15 JUN 86
1LT	USAR	30 JUN 89
CPT	USA	01 AUG 90
MAJ	USA	01 AUG 97
LTC	USAR	19 FEB 04
COL	USAR	01MAR 13

**US DECORATIONS AND BADGES**

Meritorious Service Medal (with 3 Oak Leaf Clusters)  
Joint Services Commendation Medal  
Army Commendation Medal (with 2 Oak Leaf Cluster)  
Army Achievement Medal (with 2 Oak Leaf Clusters)  
Superior Unit Award  
Army Reserve Components Achievement Medal (with 2 Oak Leaf Clusters)  
National Defense Service Medal (with Bronze Service Star)  
Global War on Terrorism Service Medal  
Armed Forces Reserve Medal (with Bronze Hourglass & M Device)  
Army Service Ribbon

**SOURCE AND DATE OF COMMISSION:** Reserve Officer Training Corps, 15 JUN 86

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JACQUELINE J. JACKSON

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ADDENDUM A TO RESUME OF SERVICE

**JACQUELINE JAYNEEN JACKSON**, Colonel, Judge Advocate (USAR), (b)(6)

**CURRENT OCCUPATION:** Senior Attorney (GS-15), Department of Homeland Security, Immigration and Customs Enforcement, Office of Chief Counsel, San Francisco, California

**NATURE, SCOPE AND EXTENT OF RESPONSILITIES:**

Primary responsibilities include acting as the Agency representative in federal civil litigation including Title VII, FTCA, Bivens, and Rehabilitation Act. Represent the Agency before the Equal Employment Opportunity Commission, Merit Systems Protection Board, Federal Labor Relations Board, and various other administrative tribunals. National instructor for Title VII and Employee Discipline.



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ADDENDUM B TO RESUME OF SERVICE

JACQUELINE JAYNEEN JACKSON, Colonel, Judge Advocate (USAR), (b)(6)

(b)(6)

TOTAL YEARS OF SERVICE: 25 Years

TOTAL YEARS OF AD SERVICE: 8 Years

TOTAL YEARS OF RC SERVICE: 17 Years

BRANCH/MOS: Judge Advocate / 27A

SECURITY CLEARANCE: SECRET (Granted 2013/08/23)

HOME ADDRESS: (b)(6)

TELEPHONE: (b)(6)

EMAIL ADDRESSES: (b)(6)

(b)(6)

(b)(6)

Jan 2000 - 6/2000  
Feb 2000

unemployed & married



Office of the Attorney General  
Washington, D. C. 20530

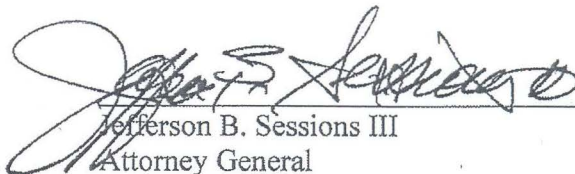
ORDER NO. 4135-2018

APPOINTING JACQUELINE J. JACKSON AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 18 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jacqueline J. Jackson as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 18 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

3/26/18  
Date

  
Jefferson B. Sessions III  
Attorney General

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## **PROFESSIONAL EXPERIENCE**

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### **Herrera & Juelle LLP, Downey, CA**

*Managing Partner*

January 2000 - Present

- Bilingual attorney practicing Immigration Law full time, with an emphasis on Removal and Family based Immigration.
- Attorney responsible for representing clients before EOIR, USICE and USCIS from case intake to resolution, including representing clients at Master and Merits Hearings before EOIR, before USICE and at interviews before USCIS.

### **Stein Shostak Shostak & O'Hara, Los Angeles, CA**

*Attorney*

June 1997 - January 2000

- Bilingual attorney practicing International Trade Law with an emphasis on Customs Law.

*Student Law Clerk*

January 1995 - June 1997

- Researched and drafted submissions to the United States Customs Service.

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## **PROFESSIONAL ORGANIZATIONS**

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### **American Immigration Lawyers Association, Southern California Chapter**

Member

May 2002 - Present

- AILA USCIS National Committee member 2016.
- AILA ICE National Committee member 2013.
- AILA local ICE and EOIR liaison.
- Frequent speaker at AILA National Convention

### **Los Angeles County Bar Association**

Immigration Section Member

2001 - Present

- Immigration Section Executive Committee member 2003 to Present.
- Immigration Section Executive Committee Chairperson 2013.
- LACBA ICE and EOIR liaison.
- Frequent speaker at LACBA Immigration CLE Seminars

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## **EDUCATION**

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### **Pepperdine University School of Law, Malibu, CA**

Juris Doctor, May 1996

### **University of California at Los Angeles, Los Angeles, CA**

Bachelor of Arts in History, June 1989

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## **ADMISSION TO PRACTICE AND FOREIGN LANGUAGE**

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- Admitted to practice in California in June 1997. Member of the bars of the U.S. Court of Appeals for the Ninth Circuit, U.S. Court of Appeals for the Federal Circuit, U.S. Court of International Trade, and U.S. District Court, Central Circuit of California.
- Fluent in Spanish.



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Washington, D.C. 20530

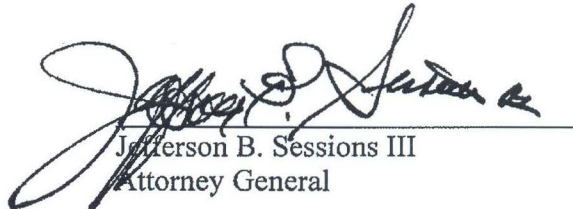
ORDER NO. 4223-2018

APPOINTING CARLOS R. JUELLE AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 24 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Carlos R. Juelle as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 24 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

7/9/18  
Date

  
Jefferson B. Sessions III  
Attorney General



CURRICULUM VITAE

**JUDICIAL POSITIONS:**

**Superior Court Judge**, Chelan County Superior Court, February 1, 2018 to present. Assistant presiding judge.

**Judge Pro Tem**: Chelan, Okanogan, Grant County District Courts; Kent, Renton, Kirkland Municipal Courts, May 2017—January 2018.

**United States Immigration Judge**, Nov 2011 to February 28, 2017. Appointed by U. S. Attorney General. Conduct formal administrative court hearings and decide whether foreign-born individuals, who are charged by the Department of Homeland Security (DHS) with violating the immigration law, should be ordered removed from the United States or should be granted relief or protection from removal and be permitted to remain in this country.

**US Immigration Court Mental Health Judge**: 2012-2017. Designated by DOJ/EOIR Director to preside over a first of its kind in the nation immigration mental health court in San Diego, California.

**Municipal Court Judge, City of Kent, WA**. January 1994 to November 2011. Established the second largest municipal court in King County. Responsible for all of its operations including judicial policy, procedures, administration, security and probation department, pursuant to RCW Chapter 3.50 and GR 29. As presiding judge, was responsible for oversight of some 26 employees.

**King County Superior Court, Portability/Pro Tem Judge**, 2002 to November 2011. Appointed by the KCSC presiding judge to adjudicate criminal and civil matters as assigned.

**Asset Forfeiture Hearing Examiner**: 1991 to November 2011. Quasi-judicial position. Appointed hearing examiner for various jurisdictions including the cities of Seattle, Bellevue, Kirkland, University of Washington, and the King County Police, Valley Narcotics Task Force, Eastside Narcotics Task Force and Port of Seattle Police, to conduct administrative hearings, which included drug, money laundering, and asset forfeitures under Title 34 and 69 RCW.

**OTHER EMPLOYMENT HISTORY:**

**Law Office of Robert B.C. McSeveney**, Bellevue, Washington. 1988-1994:

**Criminal Law**: Representation of defendants charged with felonies, misdemeanors and gross misdemeanors throughout the State of Washington, in state and federal court including appeals. Representation of collection agencies, partnerships, corporations and consumers in all phases of collection law including consumer and commercial contracts, commercial paper, secured transactions, leases, landlord-tenant issues, negotiable instruments, and federally insured student loans.

**Contract Public Defender**, 1990-1992: City of Bellevue. Represented over 2,000 misdemeanants in King County District Court, Bellevue Division, litigation management including RALJ appeals and appeals to Court of Appeals, Division I and the Washington State Supreme Court. Hired and supervised three attorneys, staff and Rule 9 interns.

**Assistant City Attorney**, City of Bellevue. 1987-1988:

Municipal Law: Representation of municipality and its various departments as litigator in state and federal courts in areas of personnel, risk management, employment discrimination, EEOC, arbitration/union negotiations, and §1983 police misconduct litigation. Drafted and reviewed new municipal ordinances.

**Deputy Prosecuting Attorney**. City of Bellevue 1985-1987:

Prosecution of misdemeanor and gross misdemeanor matters under city ordinance in both bench and jury trials in King County District Court, Bellevue Division. Solely responsible for all RALJ appeals, as well as appeals to Court of Appeals, Division I, and the Washington State Supreme Court.

**Police Officer**. City of Bellevue, 1973-1981, 1984:

Responsible for enforcement of all municipal and state laws within the City of Bellevue. Served as training officer, traffic officer, technical accident reconstructionist, expert witness in court proceedings, fatality investigator, SWAT officer.

## **OTHER LAW-RELATED EXPERIENCE**

1988 – 1994: Judge Pro Tempore, King County District Courts.

1993 – 1995: Rule 39.1 Mediator, Federal District Court, Western District of Washington.

1991 – 1996: Arbitrator, King County Superior Court.

1991 – 2011: Administrative law/hearing examiner

## **EDUCATION:**

Juris Doctorate, University of Puget Sound, 1984

B.A., Criminal Justice/Police Science, summa cum laude, Seattle University, 1980

## **BAR AFFILIATIONS:**

Admitted to Washington practice in November, 1984; Federal District Court, Western District of Washington, 1985; United States Court of Appeals, Ninth Circuit, 1985.

## **PROFESSIONAL LEGAL ACTIVITIES:**

YWCA Mock Trial Judge, Feb 2018

ABA Immigration Justice Project, DOJ Liaison Judge, 2012-2017

District and Municipal Court Judges Association, 1994 to 2011

Washington State Commission on Judicial Conduct, member elect, June 2009-2011

Washington State Supreme Court Task Force, ABA Model Judicial Code Committee 2008-2009

KCBA Judicial Assistance Program, Peer Counselor 2007—2009.

Washington State Board for Judicial Administration (BJA) 2001-2009

Co-Chair, Board for Judicial Administration 2005-2007

BJA Long Range Planning and Legislative Committees, 2002-2003

Trial Court Funding Task Force, Executive Committee, 2002

State of Washington Domestic Violence Perpetrator Treatment Board, 2001

Washington State Bar Association Judicial Peer Counselor 2007—2009

Mentor Judge, 1996 to 2011.

Faculty, Washington State Judicial College 1999-2003

Chair, Bylaws Committee, 1999 – 2002

Long Range Planning Committee, 1995

Court Rules Committee, 1997 – 1999

Conference Presenter/faculty, District and Municipal Judges Association, 2000, 2009

State of Washington, Judges DUI desk book committee/writer, 2004

**Activities As Practicing Attorney (up to 1994 judicial position):**

Washington State Bar Association- Executive Board, Criminal Law Section  
King County Bar Association  
King County Bar Association Judiciary and the Courts Committee  
East King County Bar Association  
East King County Bar Association, District Court Liaison Committee  
Washington State Trial Lawyers Association  
National and Washington Associations of Criminal Defense Lawyers  
Special District Counsel, WSBA Board of Governors disciplinary investigator  
Seattle University Moot Court Judge  
University of Washington, Professional Mentor Program  
Pro Bono Attorney, Eastside Legal Assistance Program

**HONORS AND RECOGNITION:**

2015-2017: San Diego Magazine: Recognized one of the top 50 lawyers in San Diego.  
2015-2017: Martindale Hubble AV Preeminent Rating. (Highest possible).  
2002: Outstanding Judge of the Year, District and Municipal Court Judges Association  
1997: Washington Traffic Safety Commission Excellence in the State Judiciary Award  
1980: Summa Cum Laude, Seattle University  
1978: Bellevue Police Officer of the Year

**LECTURES AND PUBLICATIONS:**

2011-Contributor, Supreme Court, Gender and Justice, Diversifying the Bench bench book.  
2002- Municipal Courts, Judicial Independence, and The Board for Judicial Administration, Washington State Bar News, October 2002.  
1999, 2009 –Faculty, Superior Court Judges Fall Conference  
1999-2003: Faculty, Washington State Judicial College  
1993:- CLE Speaker, “Evidence”, King County Bar Association.

**REFERENCES**

On request





Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4306-2018

APPOINTING ROBERT B.C. MCSEVENEY AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 24 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Robert B.C. McSeveney as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 24 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

10/16/18  
Date

Jefferson B. Sessions III  
Attorney General



JEFFREY L. MENKIN

(b)(6)



LEGAL EXPERIENCE

UNITED STATES DEPARTMENT OF JUSTICE, Washington, DC

Civil Division, Office of Immigration Litigation, National Security Unit. Senior Counsel.

High-volume appellate practice representing United States before all federal circuit courts, emphasis on matters involving national security and human rights violations. Extensive legal research and writing, oral arguments, consultation with client agencies. Review and comment upon proposed immigration legislation and regulations, member of inter-agency human rights working group. October 2006 - present.

Criminal Division, Office of Special Investigations. Senior Trial Attorney.

Investigated and instituted legal proceedings to denaturalize and remove participants in Nazi persecution during World War II, and to denaturalize persons who engaged in persecution, genocide, or extrajudicial killings, at any time. Conducted all phases of litigation, including pretrial discovery, motions, trials, and appeals. Extensive legal research and writing, work with domestic and foreign witnesses, federal agencies, congressional offices, non-governmental organizations. Assisted foreign criminal investigations, hired and supervised legal interns. June 1996 - September 2006.

Criminal Division, Fraud Section. Trial Attorney.

Investigated and prosecuted schemes to defraud federal programs, private individuals. Analyzed proposed federal criminal legislation, responded to citizen inquiries. Member of Office of Professional Responsibility Ruby Ridge task force. July 1991 - May 1996.

WILENTZ, GOLDMAN & SPITZER P.C., New J.A. Woodbridge, New Jersey. Litigation Associate.

Represented individuals and corporations in criminal and civil rights actions in state and federal courts. Conducted all phases of litigation, including pretrial proceeding, trials, and appeals. Supervised legal interns. Extensive *pro bono* practice. September 1987 - June 1991.

OFFICE OF THE ATTORNEY GENERAL, Division of Criminal Justice, Trenton, New Jersey.

Deputy Attorney General, Appellate Section. Represented State Attorney General in criminal appeals and collateral proceedings before New Jersey Supreme Court, state appellate courts, and federal courts, in all types of criminal matters, including capital homicide. Extensive legal research and writing. Analyzed proposed criminal legislation, testified before state legislative committees. Contributed to New Jersey Criminal Law Digest, supervised legal interns. Detailed to Atlantic County Prosecutor's Office; represented state in all phases of criminal prosecutions. January 1985 - September 1987.

**BAR ADMISSIONS**

United States Supreme Court (2011), District of Columbia (1988), New Jersey (1984)

**EDUCATION**

RUTGERS UNIVERSITY SCHOOL OF LAW, Camden, New Jersey. Juris Doctor, 1984  
Jessup International Law Moot Court Team

UNIVERSITY OF NOTRE DAME LAW CENTRE, London, England  
Concannon Programme of International Law, Summer 1983  
Course work in international and comparative law

BRANDEIS UNIVERSITY, Waltham, Massachusetts. Bachelor of Arts (American Studies), 1981  
Class representative, 1978-1981; Congressional intern (district office)

AMERICAN UNIVERSITY, Washington, DC. Washington Semester Program, 1980  
Course work included seminars with members of executive, legislative, and judicial  
branches, independent research, Congressional internship

**MISCELLANEOUS**

(b)(6)



References and writing sample available upon request.



Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 4298-2018

APPOINTING JEFFREY L. MENKIN AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 24 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jeffrey L. Menkin as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 24 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

10/4/18  
Date

Jefferson B. Sessions III  
Jefferson B. Sessions III  
Attorney General



## Nelson A. Vargas-Padilla

(b)(6)

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### EXPERIENCE

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#### U.S. Citizenship and Immigration Services/Litigation and National Security Coordination Law Division

##### Litigation and National Security Counsel

Washington, D.C. March 2016 to present

Coordinate the litigation efforts of the U.S. Department of Homeland Security (DHS), U.S. Citizenship and Immigration Services (USCIS). Work with USCIS directorates, U.S. Immigration and Customs Enforcement (ICE), and U.S. Customs and Border Protection in responding to legal challenges in the federal courts. Draft and review briefs, memorandums, and declarations. Develop litigation strategies, prepare witnesses for depositions and examination. Provide legal advice and support to the U.S. Department of Justice (USDOJ), U.S. Attorneys Offices and the Office of Immigration Litigation on civil and criminal immigration cases. Review high priority national security and public safety immigration benefits cases to ensure that they obtain appropriate visibility before USCIS leadership prior to an adjudicative decision. Provide legal advice to other USCIS components on legal and policy initiatives, with a focus on mitigating litigation, national security, and public safety risks.

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#### U.S. Citizenship and Immigration Services/Refugee Affairs Division Transformation Counsel/Immigration Officer

Kenya October to December 2015, and Malaysia August to September 2016

Detailed to USCIS Refugee Affairs Division to create an adjudications process allowing electronic remote adjudication of refugee applications from anywhere in the world. In order to understand the process I was detailed to refugee processing circuit rides in Southeast Asia and Africa. As an immigration officer, my responsibilities included interviewing refugee applicants, collecting biometrics, adjudicating waivers of inadmissibility and terrorist exemptions in the field, and deciding the merits of refugee resettlement requests. Working with the USCIS Refugee Affairs Division and the White House, U.S. Digital Services Division I created, developed, and implemented a paperless electronic refugee adjudication process. In June 2017, I was awarded the USCIS Chief Counsel's Legal Innovations Award for my work on the electronic refugee process.

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#### U.S. Citizenship and Immigration Services/Transformation Law Division Transformation Counsel

Washington, D.C. February 2013 to March 2016

Provided legal advice to USCIS, Office of Transformation Coordination on preventing and responding to litigation issues relating to the implementation and development of the USCIS Electronic Immigration System. Provided litigation support and advice to the USDOJ, U.S. Attorneys Office and the Office of Immigration Litigation on civil and criminal immigration cases arising in federal court. Provided legal advice to other USCIS components on legal and policy initiatives, with a focus on technological innovation, as well as mitigation of national security and public safety risks. Represented USCIS in high-level meetings with other federal agencies, such as USDOJ, the U.S. Department of State, and the U.S. Department of Labor on issues ranging from fraud mitigation strategies to data sharing. Created the biometric electronic authentication process currently in use for validating the online identities of applicants filing electronically for immigration benefits with USCIS. Collaborated with USDOJ on developing an electronic process that would ensure data nonrepudiation and support their criminal and civil litigation efforts.

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**Immigration and Customs Enforcement/Office of Chief Counsel**

**Deputy Chief Counsel**

Baltimore, Maryland, April 2009 to February 2013.

Supervised attorneys engaged in immigration litigation before the Immigration Court. Responsible for oversight on all litigation involving national security, terrorism, and high profile cases arising within the jurisdiction of the Maryland ICE Office of Chief Counsel. Interpreted and drafted policy responses to administrative, statutory, or judicial changes in the law. Responsible for managing the Office of Chief Counsel's anti-fraud team, including oversight and approval authority for overseas and forensic investigation requests. Conducted training for attorneys, special agents, immigration officers, and federal and state adjudicators on immigration and criminal law. Represented the Office of Chief Counsel in meetings with other federal and state agencies, such as USDOJ, USCIS, the U.S. Department of State, the Maryland Office of the Attorney General, the U.S. Federal Trade Commission, and the U.S. Defense Intelligence Agency. Represented the Office of Chief Counsel in meetings with nongovernmental organizations. Supervised the Office of Chief Counsel's attorney and mission support staff, to include performance evaluations, disciplinary issues, performance improvement plans, work assignments, and adjudication of leave requests. Prepared the annual budget for the Office of Chief Counsel. Prepared and revised statements of work related to contractor hiring and responsibilities, as well as office space construction and bidding.

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**Immigration and Customs Enforcement/Office of Chief Counsel**

**Senior Attorney**

Baltimore, Maryland, August 2007 to April 2009.

Managed a litigation team for the Maryland ICE Office of Chief Counsel. Responsible for litigating all national security, terrorism, and high profile litigation arising within the jurisdiction of the Maryland Office of Chief Counsel. Responsible for preparing and conducting training for attorneys, special agents, immigration officers, and federal and state adjudicators on immigration and criminal law.

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**Immigration and Customs Enforcement/Office of Chief Counsel**

**Assistant Chief Counsel/National Security Law Division Counsel**

Baltimore, Maryland, December 2001 to August 2007.

Represented ICE in removal, deportation, exclusion, and rescission proceedings. Responsible for all stages of immigration litigation including trial advocacy, appeals, and litigation before the Immigration Court, Board of Immigration Appeals, and the Federal Courts. Responsibilities included litigating all immigration cases arising in the Maryland District involving national security issues and providing legal support to the Office of Investigations and the Office of Enforcement and Removal Operations.

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**Executive Office for Immigration Review/Board of Immigration Appeals**

**Attorney Advisor**

Falls Church, Virginia, September 1996 to December 2001.

Performed legal research on complex issues of immigration law. Drafted decisions for the Board of Immigration Appeals in bond, motions, deportation, exclusion, and removal appeals. Drafted both majority and dissenting opinions in published and unpublished Board of Immigration Appeals decisions. Drafted the precedent decision, *Matter of Sweetser*, 22 I&N Dec. 709 (BIA 1999), interpreting the aggravated felony crime of violence section under section 101(a)(43)(F) of the Immigration and Nationality Act, 8 U.S.C. § 1101(a)(43)(F) (1996).

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## PUBLISHED WORKS

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### The Immigration Consequences of Criminal Conduct

Authored article for American University's School of Law, Criminal Law Brief. Article was published in Fall 2007.

Immigration Consequences of Crimes: Current Administrative Decisions Affecting Criminal Aliens. Co-authored yearly article with Lory D. Rosenberg for the Spring 1998, 1999, and 2000, Interpreter Releases.

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## ACTIVITIES AND AWARDS

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### 2017 USCIS, Chief Counsel's Legal Innovations Award

June 2017

Recipient of the 2017 USCIS Legal Innovations Award recognizing outstanding achievement by a USCIS Attorney for creative legal or innovative solutions to complex issues. Awarded for creating the remote electronic remote refugee adjudications process. This electronic process helped to modernize refugee adjudications by providing an electronic case management solution for remote adjudication of refugee applications.

### Presentation to Executive Office for Immigration Review on Refugee Processing

Presenter

Falls Church, Virginia April 2016

Provided a presentation to the Executive Office for Immigration Review on my experiences as a refugee officer in Africa. Provided a lecture to EOIR staff on the refugee application process and refugee vetting against the backdrop of my personal experiences living and working in the United Nations Kakuma refugee camp.

### Vigilant Hose Company Fire Department

Firefighter/Emergency Medical Technician (EMT0)

Emmitsburg, Maryland, October 2014 to present

Volunteer firefighter and EMT for Frederick County, Maryland. First responder involved with firefighting, rescue operations, and medical emergency response. Certified in the State of Maryland in firefighting and hazardous materials operations. Certified in the State of Maryland and nationally with the National Registry of Emergency Medical Technicians as an EMT provider.

### Baltimore Anti-Fraud Task Force

Coordinator

Baltimore, Maryland, January 2009 to 2013

Created and managed the Baltimore, Maryland Office of Chief Counsel's anti-fraud task force. The task force created and consolidated best practices of the Baltimore, Maryland Assistant Chief Counsels in order to better respond to immigration benefits fraud. The task force coordinated with other anti-fraud divisions to share data on fraud trends and practices arising from our respective jurisdictions. The task force investigated and referred for criminal prosecution cases involving immigration fraud.

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## EDUCATION AND CREDENTIALS

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### University at Buffalo School of Law

Buffalo, New York.

Juris Doctorate, May 1994.

### State University of New York at Albany

Albany, New York.

Bachelor of Arts, 1990.

### New Jersey State Bar

Admitted to the New Jersey State Bar since 1995.



Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 4202-2018

APPOINTING NELSON A. VARGAS-PADILLA AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 24 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Nelson A. Vargas-Padilla as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 24 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

June 25, 2018

Date

A handwritten signature in black ink, which appears to read "Jefferson B. Sessions III", is written over a horizontal line.

Jefferson B. Sessions III  
Attorney General

## PROFESSIONAL EXPERIENCE

### **DEPUTY CHIEF COUNSEL (GS-15) (full time)**

Feb 11 - Present

DEPARTMENT OF HOMELAND SECURITY  
OFFICE OF THE PRINCIPAL LEGAL ADVISOR

Supervisor overseeing 35 attorneys and 21 support staff in the representation of the Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE), in immigration removal proceedings before the San Antonio, Pearsall, Harlingen, and Port Isabel Immigration Courts. Manage all litigation at 6 immigration detention facilities, including South Texas Detention Complex, Port Isabel Detention Center, Karnes County Residential Center, Laredo Detention Center, T. Don Hutto Residential Center, and South Texas Family Residential Center. Senior legal advisor to executive management for Enforcement and Removal Operations (ERO) and Homeland Security Investigations (HSI) on complex immigration and operational matters. Supervise National Security Program for entire San Antonio area of responsibility (encompassing more than 25% of Texas), responsible for developing and implementing all litigation policy and strategy for complex national security immigration cases. Force multiplier, senior advisor to law enforcement officers from ICE and other government agencies, to include the U.S. Attorney's Office and FBI Joint Terrorist Task Force and state officials, on a variety of matters to include national security investigations and the handling of other sensitive matters related to terrorism and immigration proceedings. Approval authority for all immigration case appeals throughout San Antonio area of responsibility. Senior advisor and subject matter expert on office and immigration court rules and procedure. Oversee all San Antonio litigation strategy and procedure to ensure compliance with current case law and Headquarters policy. Develop efficient and effective processes to streamline removal operations and case disposition, such as the Quick Removal Program resulting in 90% case disposition within an average of 4 days. Oversee litigation support to U.S. Attorney's Office and DOJ Office of Immigration Litigation (OIL).

### **ASSISTANT CHIEF COUNSEL (GS-14) (full time)**

Jan 07 – Feb 11

DEPARTMENT OF HOMELAND SECURITY  
OFFICE OF THE PRINCIPAL LEGAL ADVISOR

Represented DHS/ICE in litigation involving removal proceedings under the Immigration and Nationality Act (INA); prosecuted (first chair) 75 to 100 cases in immigration court each week involving asylum, withholding, protection under the Convention Against Torture, cancellation of removal, adjustment of status, U.S. citizenship, marriage fraud, and various waivers under the INA. Experienced in presenting trial evidence, questioning witnesses, drafting and arguing motions; drafted appellate arguments for cases before Board of Immigration Appeals (BIA). Legal advisor to ERO and HSI on matters involving enforcement of immigration law; conducted complex legal research and writing involving immigration status as impacted by criminal and civil law across all 50 states. Advised ICE components regarding investigation and litigation strategy. Chief of San Antonio Fraud Team, heading initiative to combat asylum fraud; member of National Security Team, serving as liaison with FBI Joint Terrorist Task Force and U.S. Attorney's Office regarding investigation and litigation strategy for suspected national security threats; member of Human Rights Violators Team; member of Federal Litigation Team, assisting U.S. Attorney's Office with defense of Habeas Petitions and other federal litigation.



**CHIEF OF CLAIMS/LEGAL ASSISTANCE DIVISION (full time)**

Sep 06 – Jan 07

BROOKS CITY-BASE, TX

OFFICE OF THE STAFF JUDGE ADVOCATE (U.S. Air Force)

Supervised adjudication of personnel, casualty, and government recovery claims under Federal Tort Claims Act (FTCA), Military Claims Act (MCA), and other federal law; conducted complex legal research and drafted supporting legal memoranda in support of litigation; supervised team of 3 attorneys and 3 paralegals to provide legal assistance for military member clients and their dependants by advising, counseling, and drafting legal documents in areas of family law, probate, immigration, contract, consumer protection, estate planning, and various others.

**CHIEF OF MILITARY JUSTICE (full time)**

Jan 06 - Sep 06

BROOKS CITY-BASE, TX

OFFICE OF THE STAFF JUDGE ADVOCATE (U.S. Air Force)

Chief government trial counsel for courts-martial; experienced in presenting trial evidence, questioning witnesses, drafting and arguing motions, jury selection, opening statements and closing arguments. Chief legal advisor to commanders and senior executive staff for all prosecution and disciplinary matters; managed pre-trial, trial, and post-trial processing of cases; directed Office of Special Investigation, 1st Sergeants, and commanders through criminal investigations for trial preparation; drafted legal memoranda in response to congressional inquiries; advised, counseled and drafted legal documents for military member clients and their dependants in areas of family law, probate, immigration, consumer protection, estate planning, and various others.

**CHIEF OF ADVERSE ACTIONS / DEPUTY CHIEF OF MILITARY JUSTICE**

Jan 05 - Jan 06

BROOKS CITY-BASE, TX (full time)

OFFICE OF THE STAFF JUDGE ADVOCATE (U.S. Air Force)

Chief legal advisor for all non-judicial, Article 15, and administrative discharge proceedings; drafted legal memoranda for complex disciplinary proceedings; advised, counseled and drafted legal documents for military member clients and their dependants in areas of family law, probate, immigration, consumer protection, estate planning, and various others.

**CIVIL & GENERAL LAW ATTORNEY (full time)**

Aug 04 - Jan 05

WRIGHT-PATTERSON AIR FORCE BASE, OH

OFFICE OF THE STAFF JUDGE ADVOCATE (U.S. Air Force)

Prepared written opinions and legal advice with regard to a variety of laws, regulations, directives and policies in the area of administrative and military law; advised, counseled and drafted legal documents for military member clients and their dependants in areas of family law, probate, immigration, consumer protection, estate planning, and various others.

**PROGRAM MANAGER (full time)**

May 01 - May 03

HANSCOM AIR FORCE BASE, MA

HEADQUARTERS - ELECTRONIC SYSTEMS CENTER (U.S. Air Force)

Managed all phases of \$22M program to field over 60 Air Force units worldwide with integrated communications and computer information systems; supervised team of 10 engineers and contractors to design network architectures; engineered technical solutions for tactical communications systems; negotiated integration efforts with private companies; managed Department of Defense contract efforts for annual systems integration contract.

**CHIEF COMMUNICATIONS ENGINEER (full time)**

Aug 99 - May 01

KELLY AIR FORCE BASE, TX

HEADQUARTERS - AIR INTELLIGENCE AGENCY (AIA) (U.S. Air Force)

Supervised operations of the Technology Demonstration Center to facilitate technical solutions to satisfy Air Force command, control, and communications infrastructure requirements world-wide; chief of market research for advanced technologies; system administrator for classified and top secret/SCI networks; negotiated operational solutions between Air Force and private companies.

**LITIGATION ASSISTANT (full time)**

Jun 99 - Aug 99

LINEBARGER HEARD GOGGIN BLAIR LAW FIRM, SAN ANTONIO, TX

Responsible for case preparation of tax delinquency suits; drafted various legal documents and motions for attorneys; managed lawsuit intervention efforts; interviewed and advised clients on tax payment settlement options.

**EDUCATION****SUFFOLK UNIVERSITY LAW SCHOOL, BOSTON, MA**

May 04

**Juris Doctor, *Magna Cum Laude* (rank 16/324)**

**Awards:** Best Written Brief Award, 2001-2002  
Distinguished Oral Advocate Award, 2001-2002  
Dean's List, 2001-2004  
Academic Leadership Scholarship, 2001-2002  
Carol DiMaiti Scholarship, 2002-2003  
Honorable Lawrence L. & Barbara G. Cameron Scholarship, 2003  
Trifiro-Sargent Scholarship, 2003  
Leo J. Wyman Memorial Award, 2004  
Intellectual Property Moot Court Team, 2002-2003  
Westlaw Advanced Research Certification, 2002  
Research Assistantship (Police Misconduct), 2003  
Internship, Assistant DA (Middlesex County, MA), 2003  
Internship, Hanscom Air Force Base legal office, 2003-2004

**U.S. AIR FORCE ACADEMY, COLORADO SPRINGS, CO**

Jun 99

**Bachelor of Science, Legal Studies**

Honors: Academic Honors (rank 178/963)  
Internship: Legal Department Summer Research Intern (military law)  
Activities: Cadet Editorial Board co-editor for *The Law Journal*

**SECURITY CLEARANCE**

Top Secret (current)





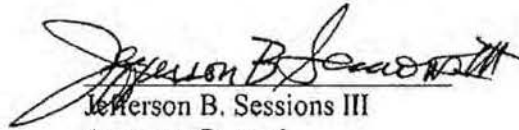
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3986-2017

APPOINTING JUSTIN ADAMS AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Justin Adams as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

9/18/17  
Date

  
Jefferson B. Sessions III  
Attorney General

November 19, 2015

Job Announcement Number: EOIR-16-1542764-JC

Job Title: Immigration Judge (San Diego)

Series & Grade: IJ-0905-00

Members of the Hiring Committee:

I enthusiastically and respectfully submit my application for the position of Immigration Judge with the Executive Office for Immigration Review. It is a privilege and an honor to be applying for the position of Immigration Judge in San Diego, California.

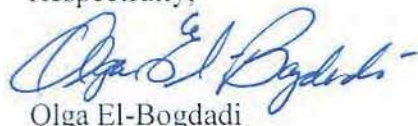
After working in the immigration field for the last nineteen years, an Immigration Judge position would be a remarkable culmination of my journey and legal experience. I was fortunate enough to begin my career in immigration with the Executive Office for Immigration Review (EOIR) as a law intern in the Spring of 1996 during my third year of law school. From September of 1996 to September of 1997, I served as a judicial law clerk for ten Immigration Judges in San Diego, as well as the Immigration Judges in El Centro, California. I simultaneously served as the law clerk for the Honolulu, Hawaii docket covered by a detailed San Diego Immigration Judge.

My extremely positive experience with EOIR as a law clerk is what led me to further pursue a career in immigration. During my clerkship I had the benefit of amazing mentorship from the Immigration Judges who gave me the opportunity to discuss cases in detail, draft decisions and orders including decisions in a high profile case, draft legal memoranda based on extensive research, and regularly observe Immigration Court hearings. Working under the guidance of the Immigration Judges and observing the Judges in Immigration Court resulted in my developing a sincere passion for immigration law.

After my clerkship, I went directly to work for the Immigration and Naturalization Service (Legacy INS) in September of 1997, and to the present I am an Assistant Chief Counsel with Immigration and Customs Enforcement under the Department of Homeland Security. I have had the opportunity to represent the Department of Homeland Security before the San Diego Immigration Court with enthusiasm, integrity, and a balanced approach on a near daily basis for the last eighteen years.

It has been an honor and a pleasure to be a public servant in the field of immigration law since 1996. During this time I have developed extensive knowledge and experience in immigration, and it would truly be a privilege to use this experience to serve as an Immigration Judge in San Diego. An Immigration Judge position is one of integrity, dedication, and fairness. Should I be given the opportunity, I am sincerely committed to representing EOIR as an Immigration Judge with distinction, dignity, the highest ethics, and enthusiasm. With great gratitude and respect, I thank you for considering me for the honorable position of Immigration Judge in San Diego.

Respectfully,



Olga El-Bogdadi

(b)(6)

Job Announcement Number: EOIR-16-1542764-JC

Job Title: Immigration Judge (San Diego) • Series & Grade: IJ-0905-00

Social Security Number: (b)(6) • United States Citizen • GS14, Step 9 since 1/25/15

**BAR STATUS** State Bar of California, admitted December 1996  
United States District Court, admitted December 1996

**LEGAL EDUCATION** **University of San Diego School of Law**  
**Juris Doctor**, Cum Laude, May 1996

**PRELEGAL EDUCATION** **California State University, Long Beach**  
**Bachelor of Science**, Finance, Summa Cum Laude, 1993

**LEGAL EXPERIENCE** **U.S. Department of Homeland Security, Immigration and Customs Enforcement, Office of the Chief Counsel, San Diego** (September 1997 to present; 1999 to present part-time 32 hours per week carrying full-time caseload): Represent the Department of Homeland Security in immigration detained and non-detained removal proceedings, bond hearings, and worksite cases. Draft Department briefs on complex legal issues, offer guidance and training to new attorneys on immigration law, provide legal advice as duty attorney. Served as liaison to USCIS, CBP Inspections, Detention and Removal

- Office of Chief Counsel San Diego, Hiring Committee Team Member, 2015
- Ethics Ambassador San Diego, Office of the Principal Legal Advisor, December 2014 to present
- Worksite Enforcement Team, May 2014 to present
- Participant Experienced Attorney Ninth Circuit Training, September 2014
- Attendee State Department's "Citizenship Across Borders," August 2014
- Attendee at removal unit gang training, "California Prison Gangs, Disruptive Groups and Inmate Radicalization," May 2014
- Lead Law Intern Coordinator and Mentor, 2013 to present
- Mentor new attorneys on immigration law and case preparation
- National Security Law Division (NSLD) Attorney, 2009 to 2010
- Trainings: Section 1326, Privacy Act, Worksite, Immigrant Investor Visas, Domestic Violence, Sex Offender Registration, National Institute for Trial Advocacy (NITA)
- PLAnet Trainer, OPLA's case and project management system, September 2013 to present
- Liaison to CBP, Border Enforcement Litigation Team, drafting guidance on litigation of border cases and providing training at the San Ysidro California Port of Entry, 2008-2010
- Lead attorney Strategy and Litigation Team (SALT), 2008-2010
- Liasion to USCIS, reviewed NTAs, provided training on drafting Notices to Appear, inadmissibility grounds, marriage fraud, naturalization, and immigration law, 1998-2003

**Executive Office for Immigration Review, U.S. Immigration Court, San Diego, El Centro and Hawaii**

**Judicial Law Clerk** (October 1996-September 1997, DOJ Honors Program): Assisted ten Immigration Judges in legal research and the drafting of opinions. Extensively analyzed, researched, and drafted legal memoranda and decisions for contested charges and applications for relief, including asylum and withholding of removal, adjustment of status, suspension of deportation, and waivers of excludability. Supervised and provided assignments for judicial interns.

**Executive Office for Immigration Review, U.S. Immigration Court, San Diego**

**Judicial Intern:** Researched and drafted legal memoranda on immigration issues before the Court. Drafted decisions and orders of the Immigration Judge on various motions including motions to reopen, motions to reconsider, and motions to change venue. Observed deportation, exclusion, and bond hearings. (Spring 1996)

**OLGA EL-BOGDADI**

Job Announcement Number: EOIR-16-1542764-JC

Job Title: Immigration Judge (San Diego) • Series & Grade: IJ-0905-00

Social Security Number: (b)(6) • United States Citizen • GS14, Step 9 since 1/25/15

**Superior Court of California, County of San Diego, Civil Department**

**Judicial Intern to the Honorable Sheridan Reed:** Researched and drafted bench memoranda for motions before the court. Conducted research on summary judgment and default issues. Observed courtroom proceedings, including pretrial hearings and conferences, trials, and small claims appeals. (Summer 1995)

**United States Attorney's Office, Civil Division, Southern District of California**

**Law Clerk:** Performed legal research. Drafted memoranda, motions, and briefs. Assisted in witness interviews and depositions. Attended early neutral evaluation conferences and settlement hearings. Organized trial evidence. (Spring 1995)

**LANGUAGES**

Fluent in Arabic and Coptic; proficient in Spanish

**INTERESTS**

(b)(6)



# E. Mark Barcus

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(b)(6)

August 17, 2015

United States Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

Re: Immigration Judge, Job Announcement **EOIR-15-0032**

I am excited to apply for the position of Immigration Judge with the United States Department of Justice. As my resume indicates, my 14 years as a trial judge have given me skills and experiences that relate directly to a successful Immigration Judge for your office.

My references will tell you I am a quick study and an efficient administrator, frequently taking on high-volume and complex dockets and leading efforts to modernize and make those dockets more efficient and responsive. It was a constant part of my job as a trial judge to make myself familiar with both new developments in the law and with new areas of the law. I look forward to applying those skills working in the Immigration Courts.

As a judge, and before that as a litigator, I have more than 27 years of experience with legal research and writing. I am facile with technology. I am comfortable and effective in communicating with both the public and coworkers.

I look forward to your consideration of my application for Immigration Judge with the United States Department of Justice.

Many thanks.



E. Mark Barcus

# E. Mark Barcus

(b)(6)

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## JUDICIAL OFFICER

### Core Competencies

- High Volume  
Docket Management
- Legal Analysis & Procedure
- Statutory Compliance
- Litigation
- Written & Oral  
Communication
- Organizational Leadership
- Professional Development
- Program Design
- Strategic Planning
- Governance
- Fiduciary Management
- Risk Assessment
- Transition Management
- Performance Evaluation
- Multi-disciplinary  
Team Building

Seasoned attorney with twenty-seven years of direct courtroom experience, the past fourteen years as a trial judge presiding over some of the Court's largest and most complex dockets.

Natural communicator, comfortable working with both groups and individuals with diverse, often opposing, backgrounds and positions.

Proven record of connecting people and making projects successful. Actively engaged in the community.

Established reputation among colleagues as a quick study, an efficient administrator and an outspoken advocate for best policies and practices.

Extensive experience evaluating information, assessing work product and making decisions.

Repeatedly relied on by other community leaders for advice and input.

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## PROFESSIONAL EXPERIENCE

### Tulsa County District Court - Tulsa, Oklahoma

**District Judge** (gubernatorial appointment, 2012 – 2015)

**Special Judge** (promotion, 2003 – 2012)

**Court Referee Judge** (2000 – 2003)

Veteran jurist, with broad courtroom experience. Active leader in implementing best practices and modern policies and procedures.

- As **Division Chief Judge**, supervised 6 other judges and staff.

Mark Barcus (continued)

- Responsible for hiring and management of judicial and program staff.
- Chaired Tulsa County Court's **Quality Assurance Panel**.
- **Community Service Award** by the Community Service Council of Tulsa for over 11 years of presenting **CRASHs Court**, a drunk driving awareness program that conducts actual court cases in area high schools.

- Spearheaded successful \$300,000 grant application to the United States Department of Justice. This was the first federal grant ever obtained by the Court.
  - Recruited and managed program director.
  - Part of judicial leadership team that crafted the program budget, brought together diverse stakeholders, designed and implemented a new docket and oversaw the compliance with federal accounting and reporting.
- Consistently recognized for transforming high-volume dockets into more efficient, professional and responsive systems.
- Chaired the Chief Public Defender Selection Committee, Chair (2012).
- Advisor to the **Phoenix Academy** (alternative middle school program through the Tulsa County Juvenile Bureau (2004-2005).
- One of the principal architects and implementers of **Families In Transition**, a redesign of Tulsa County's Family Court. The model adopted a best practices approach, intended to reduce the negative impact of the court process itself on children caught up in divorces or separations. Many of the components of this program have now been implemented statewide.
- Developed and implemented Oklahoma's first **Parenting Plan Conference** docket, reducing average time for entry of temporary orders from 9 months to 30 days.
- First judge in Tulsa County to manage dedicated **Accelerated Accountability** docket, designed to use consistent court supervision to improve compliance of non-violent felons with community sentencing. Policies and procedures developed for this docket were later used to design and enhance other effective alternative courts.
- Ran one of Tulsa County's successful **Women In Recovery** dockets, a public/private partnership designed to meaningfully address the underlying addiction and lifestyle issues of otherwise prison-bound female offenders.

## Tulsa Public Schools – Tulsa, Oklahoma

### Member of the Board of Education – (1999 – 2000)

Active member of the Board of Education for Oklahoma's largest school district, which oversaw an annual budget of over \$225 million and administration of programs and policies involving over 80 school sites, 6,000 employees and 44,000 students.

- Personally completed over 200 hours of professional development in areas of curriculum & instruction, brain research and quality systems management – including Malcolm Baldrige National Quality Award training.
- Participated in a national, professional search for a new Superintendent
- Visited every one of over 80 school sites, developing a district-wide reputation for authentic engagement with teachers, administrators, parents and students.
- Successfully advocated for expansion of proven programs and curriculum.

Mark Barcus (continued)

- Attended annual conferences with the National School Boards Association, including media training.



## EARLY CAREER

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### **Litigation Attorney/Mediator – Tulsa, Oklahoma**

**Private Practice** (1998 – 2000)

**Gotwals & Associates** (1995 – 1998)

**Private Practice** (1992 – 1994)

**Holliman, Langholz, Runnels & Dorwart** (1988 – 1992)

Twelve years of litigation practice centered on commercial and matrimonial litigation, contract disputes, trade secret misappropriation, creditor representation in bankruptcy, oil and gas issues and commercial torts. Trained in Business Mediation by American Arbitration Association. Admitted to practice in Oklahoma since 1988.

### **Research Assistant to Professor Philip Bobbitt – University of Texas School of Law (1986 – 1988)**

Professor Bobbitt is a leading constitutional theorist and an expert on international security law. In addition to his teaching duties, during my years as his research assistant Professor Bobbitt also served as Legal Counsel to the Iran-Contra Committee of the United States Senate.

### **Assistant Committee Coordinator – Texas House of Representatives (69th Session – 1985)**

The House Committee Coordinator's Office is a non-political administrative office of the legislature. Our task was to act as a technical resource and liaison between the 20+ House committees, individual legislators and the Speaker's office.

## EDUCATION

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### **University of Texas School of Law – Doctor of Jurisprudence – 1988**

First Prize, Nathan Burkan Award in Copyright Law (ASCAP)

President, Entertainment & Sports Law Committee

Board Member *ex officio*, Austin Lawyers and Accountants for the Arts

### **Austin College – Bachelor of Arts – 1984**

Double major in Political Science and Communication Arts

Dean's List

National Model United Nations

Editor & Columnist, AC Observer

Executive Committee, Texas Intercollegiate Press Association

Mark Barcus (continued)

**Booker T. Washington High School**, Tulsa, Oklahoma, 1980

Distinguished Hall of Fame Inductee – 2014

## PROFESSIONAL DEVELOPMENT

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**Leadership Oklahoma – Class XX** (2006 – present); Tulsa Program Planning Committee (2007 – present); McAlester Session on Justice - Presenter/Facilitator (2012); Rebuilding Together of Tulsa –Service Day Team Leader (2011); Annual Conference Committee (2009)

**West O’Main Improvement Association** - President (1993 – 1995); Member (1992 – 2000)

**Southwest Tulsa Chamber of Commerce** - Member (1999 – 2000) (2014 – present)

**Jenks Chamber of Commerce** - Member (2014 – present)

**Glenpool Chamber of Commerce** - Member (2014 – present)

**Tulsa County Bar Association (TCBA)** – Board of Directors (2008 – 2009); Bench & Bar Committee (2009 – 2014); Professionalism Committee (2009 – 2012); Children & the Law Committee (1999 – present); Entertainment Law Committee (2008); Amiens Friendship Project (2008); Lawyers In The Classroom (1995 – 2007); Court Operations Committee (1996 – 2007); Community Outreach (1995 – 2006); Tulsa County Bar Foundation – Founding Fellow

Continuing Legal Education (CLE) Presentations for TCBA: “Interstate Custody Cases Under the UCCJA/ Standards for Custody Modifications” (1998); “Ethical Challenges in a New Era of Family Law” (1998); “A Crash Course in Traffic & Misdemeanor Cases”( 2004); “What the Divorce Attorney Needs to Know About Bankruptcy” (2005); “Valuation of Closely Held Businesses in Divorce” (2009), “Developing Resilience for Family Law Attorneys” (2010); “Can’t We All Just Get Along: Case Coordination in Family Court” (2011); “The Role of a Parenting Coordinator: Coach or Referee” (2011); “Social Media and the Courts” (2012)

**Oklahoma Bar Association (OBA)** - Ethics Advisory Committee (2000 – 2004); House of Delegates (1998); Family Law Section Executive Committee (1992 – 2014)

Continuing Legal Education (CLE) Presentations for OBA: “Commingle Joint & Separate Property” (1995); “Support Alimony” (1997); “Time To Pay the Piper: Attorneys’ Fees Awards Based On Unreasonable or Vexatious Conduct” (1998)

**American Inns of Court** - Council Oak Chapter (1996 – 98); Hudson-Hall-Wheaton Chapter (2003 – 2010)

**Sovereignty Symposium** – (2004 - present). Sponsored by the Oklahoma Supreme Court, the Symposium is an international forum held each year to engage participants in the scholarly, non-adversarial discussion of legal and economic issues involving indigenous peoples and tribes.

Mark Barcus (continued)

**Specialized Training** – In addition to ongoing Continuing Legal Education participation and attending the annual Oklahoma Judicial Conference, I received the following specialized judicial training at national and statewide programs:

- Current Issues in the Philosophy and Practice of Punishment – American Academy of Judicial Education – 2005
- DUI Primer for Judges – National Judicial College – 2006
- Children’s Court Improvement Conference – 2008
- Family Group Conferencing – Oklahoma Department of Human Services – 2008
- National Judicial Institute on Domestic Violence – National Council of Juvenile and Family Court Judges – 2010
- Financial Statements in the Courtroom – National Judicial College – 2011
- From Crash Scene to Courtroom – A Crash Reconstruction Primer – Multi-disciplinary education program with law enforcement, East Central University – 2013
- Economics Institute for Judges – Law & Economics Center, George Mason University School of Law – 2013



## COMMUNITY LEADERSHIP AND ENGAGEMENT

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**Arts and Humanities Council of Tulsa** – Board Chair/Past-President (2014 – present); Board President (2012 – 2014); Executive Committee/Vice President for Programs (2005 – 2008; 2010 – 2012); Board Member (2002 – 2008; 2010 – present); Human Resources Committee Chair (2014 – present); Chautauqua Committee, Chair (2004 – 2006); Board Development Committee (2004 – 2006; 2012 – present)

**Any Given Child – Tulsa (a community-wide education collaboration)** – Governing Board (2011 – present)

**Oklahoma Arts Institute at Quartz Mountain** – Board President (2015 – present); Board of Directors (2009 – present); Governance Committee (2010 – present).

**Tulsa World Community Advisory Board** (2014 – present) - Original member of an informal editorial advisory board for the *Tulsa World*. I also write two op-ed columns each year of issues relevant to the community. Links to these publications can be found on my LinkedIn profile: <https://www.linkedin.com/in/markbarcus>

**Iron Gate (an organization feeding the hungry of Tulsa)** – Board Co-Secretary (2015 – present); Board Vice President (2013 – 2014); Board of Directors (2011 – present)

**Tulsa Public Schools Bond Oversight Committee** - Chair (2015 present); Member (2000 – present)

**Mental Health Association of Oklahoma** – Legal Resources Committee (2012 – present)

**Neighbors Along the Line** – Board President (1997 – 1999); Board Vice President (1994 – 1997); Board Member (1992 – 2002); Advisory Committee (2002 – present)

**Oklahoma Symposium** – (2009, 2010, 2012, 2015)

**Oklahoma Center for Poets and Writers** – Advisory Board (1999 – present)

**Nimrod International Journal** – Advisory Board (2009 – present)

**Oklahoma Center for Non-Profit Leadership** (1997) – I completed an intensive 3-day leadership workshop covering topics such as board management, fiscal policy, grant writing, community & corporate relationships and fundraising.

**Alliance Francais** – Amiens/Tulsa, French Sister City Project (1995 – present); Kids World Coordinator (1996); Liaison to Youth & Schools (2005 – 2008); Host family for students from France (2003 & 2005)

Mark Barcus (continued)

**Charles Page Plan Steering Committee** - Chair (1993 - 1999)

**Policy Oversight Committee - City of Tulsa Comprehensive Plan** - (FY 1995 - FY 1999).

**Goals 2000 - Education Task Force** (1996) - The Task Force was part of a visioning initiative by the Tulsa Metropolitan Chamber of Commerce.

**Tulsa Metropolitan Planning Commission** - District Chair (1992 - 1994)

**Enterprise Community Task Force** City of Tulsa (1994)

**Booker T. Washington High School PSTA** - President (2006 - 2007)

**Tulsa City-County Library** - Judge for Young People's Writing Contest (2005)

**Tulsa City PTA** - Curriculum Committee Chair (2001 - 2003)

**Thoreau Demonstration Academy PTSA** - Vice President (2001 - 2002)

**Central High School** - Competitive Speech Volunteer Coach (2000 - 2001)

**Webster High School** - Junior Achievement Volunteer (1999 - 2000)

**Eisenhower International School PTSA** - Curriculum Chair (1995 - 1998); Budget Committee (1994 - 1999); Homeroom Parent (1998 - 2000)



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3821-2017

APPOINTING E. MARK BARCUS AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint E. Mark Barcus as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

January 12, 2017

Date

A handwritten signature in black ink, reading "Loretta E. Lynch", is written over a horizontal line.

Loretta E. Lynch  
Attorney General

(b)(6)

A large black rectangular redaction box covering the top portion of the document.

November 12, 2015

Re: Immigration Judge

To whom it may concern:

I am applying for the position of Immigration Judge in several different areas of the United States. Charlotte, North Carolina is a most viable city in that I have lived in Mecklenburg County for more than 15 years and have worked in the City of Charlotte. Nevertheless, my lifestyle of work, community involvement, (b)(6) would apply to any city that I would be fortunate to be relocated. Additionally, I do not have any family responsibilities that would preclude a move to Hawaii or Puerto Rico.

As you consider my resume, please note that I have enjoyed being a District Court Judge since elected in 2008. I would like to apply the adjudicatory experiences that I have gained in hearing thousands of cases to a defined area of law, such as, Immigration Law. I believe that this area is most challenging for the litigants as well as the hearing officers. With that in mind, I believe that I have a judicial philosophy and temperament that works well in the area of Immigration Judge. My judicial temperament is one of respect for all, quiet and decisive determinations and empathic rendering of decisions. I enjoy a 92% resolution rate because I believe that everyone deserves a timely resolution of his or her case.

Thank you for your consideration and I look forward to discussing my qualifications further.

Sincerely,

Charlotte Deloris Brown

## CHARLOTTE DELORIS BROWN

### EXPERIENCE

- **District Court Judge** (January 2009 – present). Mecklenburg County, Charlotte, NC.  
Preside in civil, criminal, juvenile, family, domestic violence, child support and administrative courts in county serving over 800,000 citizens.  
Conduct civil jury trials, first appearance and bond hearings, juvenile detention and commitment hearings. Adjudicated custody issues in the determination of dependent status under the Child Status Protection Act. Consider applications for U-Visa status in Domestic Violence Court.  
Administrative hearings included a significant number of criminal defendants with ICE holds and fugitive warrants. Family Court Facilitator Program Judge for 3 years adjudicating family matters with self-represented parties. Volunteer Truancy Court Judge for 5 years serving in an elementary school with over 85% of its students from non-English speaking homes.
- **Charlotte D. Brown, Attorney at Law** (2002-2008; 1994-1997)  
Experience in matters relating to a general law practice. Areas of practice included, corporate, real estate, personal injury, family and criminal law, civil litigation, criminal trial and appeals.
  - Litigated the first challenge in NC for negligent issuance of an insurance policy causing wrongful death resulting in a \$300,000 settlement.
  - Provided legal services to North State Legal Services representing indigent custody defendants
  - Child Support Enforcement Agency counsel for Anson and Richmond Counties for 4 years. Handling over 200 cases each month to establish paternity, child support and contempt hearings. Successfully tried jury cases using blood and DNA testing.
  - Represented Iredell County DSS adjudicating abuse, neglect and dependency cases. Completed 12 Termination of Parental Rights in 60 days. .
- **Executive Assistant to President and General Counsel** (1997 – 2002)  
Created the Office of Legal Affairs at a nationally accredited college with over 300 employees and 1100 students. Provided legal advice and opinions to the President, Senior Administrators and Board of Directors in areas of policy and compliance with state and federal laws, funding and accreditation agencies:
  - Negotiated and provided leadership in securing \$12 million federal bond; closing in record time.
  - Successfully challenged \$3 million debt to U.S. Department of Education by conducting audit of Financial Aid, marshaling evidence and initiating an appeal.
  - Secured over \$1 million in defaulted federal aid by creating policy and forms to ensure compliance with tax laws.
  - Handled investigation and adjudication of personnel and student complaints.
  - Compliance officer for FS-1 student visa admission.



1991-1992: **Public Defender**, Public Defender's Office, Fayetteville, NC. High volume criminal defense representation in district and superior courts.

- **Corporate Associate** (1990-1991) Stroock & Stroock & Lavan, New York, NY. Corporate experience in transactional corporate and securities matters including due diligence and document preparation for stock and asset purchases, public and private offerings.
  - AID loan to the Government of Israel.
  - New Line Cinema Initial Public Offering.
  - Rogers Communications, Inc., first foreign offering on NY Stock Exchange.
  - NCNB/Nations Bank merger.
- 1987-1990 **Internships**: Securities and Exchange Commission, Judge Francis X. Altimari, Second Circuit, Law firm of Mudge, Rose, Guthrie & Ferdon.
- 1977-1987 Marketing, Insurance and Finance. Series 6 & 7 Licensed, Financial Consultant.
- AME Zion Church, Pastor, 1995-2008.
- Board Member: Zachariah Alexander CDC, Dorothy Walls Conference & Retreat Center, former member of Habitat for Humanity and Leake Street School (Rockingham, NC)

## EDUCATION

- York College , NY, 1979, B.A. Economics; Cum Laude
- St. John's University School of Law, 1990, Juris Doctor; *Journal of Legal Commentary*
- Hood Theological Seminary, 2001, M.Div.; Cum Laude; *In the Image of God: The Sexuality of Women in the Old Testament*



Office of the Attorney General  
Washington, D. C. 20530

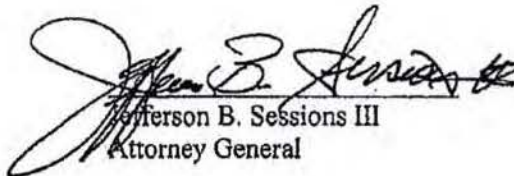
ORDER NO. 3937-2017

APPOINTING CHARLOTTE D. BROWN AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Charlotte D. Brown as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/30/17  
Date

  
Jefferson B. Sessions III  
Attorney General

Josh Chapman  
U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

November 21, 2015

Dear Mr. Chapman:

I am writing to express my interest in an Immigration Judge position in Denver, Colorado. I believe the experiences I have gained during my seven years with the Department of Justice and the Department of Homeland Security will allow me to effectively contribute to the Office of the Chief Immigration Judge and match the requisite skill set for this position.

I am currently an Assistant Chief Counsel in the Department of Homeland Security's Office of Chief Counsel in Denver, Colorado. My primary responsibilities include representing the Department of Homeland Security in detained and non-detained Immigration courtrooms. I also advise Enforcement and Removal Operations agents on the immigration consequences of criminal convictions and drafting charging documents to file in Immigration Court.

Prior to working in the Department of Homeland Security, I spent seven years with the Department of Justice's Executive Office for Immigration Review. During this time, I served as a law clerk for the Miami Immigration Court, worked in the Office of the Chief Immigration Judge, and in the Office of the General Counsel's Employee and Labor Relations Unit. I have spent many years working in immigration law from various perspectives. I believe that it is my dedication to public service, my enthusiasm for the Department of Justice, and the high expectations I set for myself that truly set me apart as a candidate for this position.

Should you require any additional information, please do not hesitate to contact me at (b)(6) or by e-mail at (b)(6). I look forward to an opportunity to speak with you.

Thank you for your time and consideration. As requested, below please find my responses to the requested quality ranking factors.

Sincerely,

Nina M. Carbone

**UNITED STATES DEPARTMENT OF HOMELAND SECURITY*****Assistant Chief Counsel*****2015-Present****Immigration and Customs Enforcement****Denver, CO****Office of the Chief Counsel****Full-time employment**

- Represent the U.S. Department of Homeland Security in high-volume immigration proceedings in both a detained and non-detained setting.
- Advise Immigration Customs Enforcement agents on charges of removability and inadmissibility, drafting charging documents, and the immigration consequences of criminal convictions.

**UNITED STATES DEPARTMENT OF JUSTICE*****Associate General Counsel*****2012-2015****Executive Office for Immigration Review (EOIR)****Falls Church, VA****Office of the General Counsel****Full-time employment****Employee Labor Relations Unit**

- Represented EOIR before administrative tribunals, including the Equal Employment Opportunity Commission and The Federal Labor Relations Authority.
- Propounded and respond to discovery, drafted motions and briefs, took and defended depositions, drafted settlement agreements. Represented EOIR in alternative dispute resolutions and settlement discussions. Served as Agency Counsel to litigating components representing EOIR in federal district court on Title VII and immigration-related matters.
- Provided written and oral advice to senior EOIR management on various employment law and labor relations matters, including: adverse actions, grievances, performance, equal employment opportunity, federal personnel law, collective bargaining matters, arbitration, and employee benefits. Trained EOIR managers and employees on labor issues, management, ethics, and professionalism.
- Gave ethics advice involving the Standards of Ethical Conduct for Employees of the Executive Branch and their application to such areas as conflicts of interest, financial disclosure, and speaking engagements.
- Selected to assist in DOJ-wide recruitment efforts as a member of the DOJ Ambassadors Program. Spoke to law students at Georgetown, American University, and George Washington University

***Special Assistant United States Attorney*****2014****U.S. Attorney's Office for the Eastern District of Virginia****Alexandria, VA****Six-Month Detail from EOIR OGC****Full-time employment**

- Represented federal agencies and officials in civil cases in the United States District Court for the Eastern District of Virginia and the Commonwealth of Virginia.
- Managed six civil litigations matters involving Title VII, Family Medical Leave Act, Federal Tort Claims Act, and three foreign litigation matters during this six-month detail.
- Drafted three successful motions to dismiss and two motions for summary judgment.
- Took and defended depositions; propounded and responded to discovery.



***Attorney Advisor***

**Office of the Chief Immigration Judge (OCIJ)  
Executive Office for Immigration Review**

**2010-2012**

**Full-time employment**

- Provided written and oral advice to senior EOIR managers on immigration court policy and procedures, administrative statutory provisions, and regulations.
- Reviewed proposed regulations and prepared comments for Agency-wide distribution on behalf of OCIJ. Represented OCIJ at Agency-wide meetings discussing and proposing new or updated Immigration regulations.

***Judicial Law Clerk/Attorney Advisor***

**2008-2010**

**Miami Immigration Court, OCIJ, EOIR**

**Full-time employment**

- Assisted 20+ Immigration Judges in drafting judicial orders on removability and relief from removal; reviewed motions and evidence; drafted memoranda, statements of the law, assisted with case preparation by reviewing arguments, case law, regulations, and international treaties in both a non-detained and detained setting.
- Reviewed records of removal and deportation hearing for observance of pertinent procedural requirements and proper interpretation and application of statutes, regulations, treaties and precedents by the Board of Immigration Appeals and Federal Courts. Examined filings for legal sufficiency and reviewed attorney submissions to ensure procedural requirements and Immigration Court Practice Manual requirements were met.
- Selected for a second-year position from a national peer group of Honors Program attorneys.

***Volunteer Legal Intern***

**2007**

**Chicago Immigration Court, OCIJ, EOIR**

- Drafted judicial orders on motions and applications for relief from removal

**CENTRO ROMERO**

**Volunteer Legal Intern**

**2006**

- Interviewed clients, assisted in completing applications, translated interviews with USCIS and asylum office, drafted memoranda regarding pending cases in immigration court.

**PUBLICATION:** Nina Elliot & Greta Hendricks, *Cancellation of Removal: When is Exceptional and Extremely Unusual Hardship a Question of Law?*

IMMIGRATION LAW ADVISOR, Vol. 4, No. 2 (Feb. 2010), available at:

(b)(7)(E)

**EDUCATION**

**THE JOHN MARSHALL LAW SCHOOL  
J.D.**

**Chicago, Illinois  
May 2008**

- CALI highest grade award in Income Taxation
- Awarded Public Service Scholarship Summer 2006
- Entrance Merit-Based Scholarship
- Comparative Law Studies in Panama

**THE UNIVERSITY OF KANSAS  
B.A. Spanish, B.S.W. Social Work**

**Lawrence, Kansas  
May 2005**

- Phi Beta Kappa (Junior Year Induction)
- Studied Spanish language and literature at the University of Veracruz in Xalapa, Mexico





Office of the Attorney General  
Washington, D.C. 20530

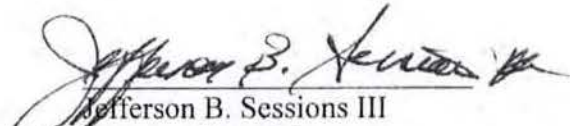
ORDER NO. 3872-2017

APPOINTING NINA M. CARBONE AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Nina M. Carbone as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

3/20/17  
Date

  
Jefferson B. Sessions III  
Attorney General

(b)(6)

Hon Print Maggard CIJ, (Acting)  
U.S. Department of Justice  
Executive Office for Immigration Review  
5107 Leesburg Pike  
Suite 2500  
Washington, D.C. 20530

RE: Immigration Judge: Job Announcement No. EOIR-16-1542713-JC

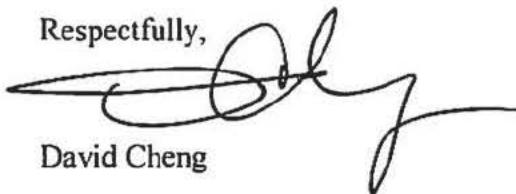
Dear Chief Judge Maggard:

I am writing to express my interest in the current opening for Immigration Judge in Newark, NJ. Please accept my resume for consideration. With over 16 years of litigation experience, including serving as an Administrative Law Judge, I am confident that I have the necessary temperament as well as the legal expertise to be an asset. As Senior Attorney with Chief Counsel's Office in Newark for the past 12 years, I have earned the trust of my Supervisors to handle the most complex of immigration matters.

I have enclosed a complete set of application materials including my resume, QRFs, writing sample, SF-50, and my last performance appraisal record, and letters of recommendation from ICE-Newark, Deputy Chief Counsel (b)(6) Immigration Judge (b)(6) and (b)(6) Esq. should you require additional information, please do not hesitate to contact me at (b)(6)

Thank you for your consideration. I very much look forward to the opportunity to speak with you in person about my interest in this position.

Respectfully,



David Cheng

**ADMISSION:**

New York State Bar, April 8, 1998.  
Supreme Court of the United States, July 20, 2001  
United States Court of Appeals, 3<sup>rd</sup> Circuit, November 13, 2006

**EDUCATION:**

**St. John's University, School of Law**, New York, New York  
Juris Doctorate, June 1997, Dean's List  
Activities: St. John's Moot Court,  
Semi-finalist, Thomas Tang National Moot Court,  
Semi-finalist, St. John's University Civil Trial Competition

**State University of New York at Albany**, Albany, New York  
Bachelor of Arts in Political Science, August 1992

**LEGAL EXPERIENCE:**

**United States Department of Homeland Security**  
**Immigration and Customs Enforcement**  
**Office of the Chief Counsel, Newark, New Jersey**  
**Senior Attorney**

**April 2002 to Present**

Duties and responsibilities include the review and approval of detained and non-detained notices to appear (NTA) for legal sufficiency and filing. Research and analyze law, regulations and precedent cases on issues regarding criminal convictions and charges of removability. Litigation experience includes trial strategy, presenting and cross-examination of both expert and lay witnesses, and presenting and reviewing documentary evidence. Obtain record of convictions, investigative reports, forensic reports, rap sheets, probation discharge reports, and pre-sentence reports. Review case dockets, attorney briefs, motions to reopen and reconsider, and State Department Country and Condition Reports. Draft and respond to motions, pre-trial briefs and appeal briefs. Prepare litigation reports for the United States Attorney and Office of Immigration Litigation to defend against mandamus and habeas corpus actions.

Senior attorney case assignment includes a detained docket. Review and prepare case files for prosecution before immigration judges relating to bond hearings, political asylum, adjustment of status, 212(c) waivers, I-751 removal of conditional residency status, rescission proceedings, removability, cancellation of removal, suspension of deportation, 212(h) and 212(i) waivers. Additional assignments include mental competency cases and claims to U.S. citizenship, acquisition and derivation claims.

Provide legal advice to Office of Enforcement and Removal on issues regarding arrest, detention and custody, and expedited removal. Provide legal counsel and guidance to Homeland Security Investigation Office. Draft and review memorandum of understanding on undercover operations with other law enforcement agencies, as well as private entities. Draft and review re-authorization request on continued undercover operations.

Lead Attorney for the motions team for the Newark Office. Duties include oversight and providing training, guidance, and legal updates to fellow trial attorneys. Review and decide requests for joint motions and prosecutorial discretion.

**New York City Department of Finance, New York, New York**  
**Administrative Law Judge**

**June, 2001 – April 2002**

Conducted bench trial relating to traffic summonses issued by the City of New York. Responsible to safeguard the rights of the parties and to ensure proper rules and procedure were followed. Examined and evaluated the testimony of witnesses, documentary evidence, and other factors to determine whether charges could be sustained or required dismissal. Administrative hearings were also held through paper submissions. Examined, evaluated and ruled on defendant's written testimony, evidence, and any defenses which were sent via mail. Issued written decisions containing an explanation of the ruling and appeal rights.

**Cheng and Cheng, P.C., New York, New York**  
**General Partner**

**July, 2000 – April 2002**

Managed cases from inception to conclusion pertaining to real estate and commercial transactions, ground leasing agreements, matrimonial matters, housing law, asylum applications, and immigrant petitions. Preparation of cases and clients for litigation in Supreme Court, Civil Court, Landlord and Tenant Court, Immigration Court, and Environmental Control Board hearings, including the drafting of summons and complaints, motions, briefs and all necessary legal documents including appeals. Drafted sales and purchase agreement of residential and commercial real estate. Negotiated sales contracts, commercial leases, and settlement agreements, and arbitration. Recruited, trained and managed support staff for the firm.

**Law Office of Henry Lee Ming Fong, New York, New York**  
**Associate**

**August 1997 – July 2000**

Responsibilities included managing cases pertaining to real estate transactions; commercial transactions; residential, commercial, and ground leasing agreements. Prepared and drafted documents for litigation in Supreme Court, Civil Court, Landlord and Tenant Court, Immigration Court, and Environmental Control. Corresponded with clients, attorneys, and bankers, and scheduled meetings, conferences, and closings. Interviewed clients on immigration matters and aided in the petitioning for Political Asylum, Employment Authorization, and Adjustment of Status.

**SKILLS:**

Fluent in Chinese; Cantonese and Foo Chow Dialects  
Trained in TECS, Accurant, Westlaw and Lexis/Nexis,  
WordPerfect, Microsoft Word, Excel, Outlook, and Lotus notes



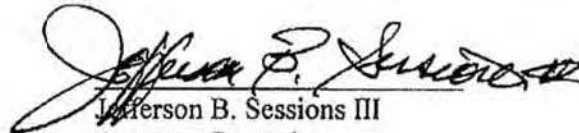
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3997-2017

APPOINTING DAVID CHENG AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint David Cheng as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

10/3/17  
Date

  
Jefferson B. Sessions III  
Attorney General



Charles Richard Conroy, Esq.

(b)(6)



November 20, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike  
Suite 2300  
Falls Church, VA 22041

**Re: Application for Immigration Judge Position**

Dear Sir/Madam,

Attached for your review please find my resume, my answers to the quality ranking factors, a writing sample, and four letters of reference in support of my application for an Immigration Judge position with the Executive Office for Immigration Review. I strongly believe I am an excellent candidate for the position.

As you will note from my resume, I have practiced immigration law exclusively for the past nine years. Prior to having my own practice, I worked at The Legal Aid Society in Orlando, Florida and the Neighborhood Defender Service of Harlem in New York City, representing both detained and non-detained low-income immigrants in removal proceedings. My extensive litigation experience includes representation before U.S. Immigration Courts, the Board of Immigration Appeals, and federal district and appellate courts. I have also represented clients before U.S. Immigration and Customs Enforcement and U.S. Citizenship and Immigration Services.

My work has covered the gamut from asylum, withholding of removal, cancellation of removal, 212(c) and 212(h) waivers to adjustment of status, bond hearings, motions to terminate, and motions to reopen and reconsider final orders of removal. I also have extensive experience in dealing with the immigration consequences of criminal activities and have provided consultations to criminal defense attorneys on the subject. Furthermore, I have additional experience with complex litigation in the context of securities laws from several years working as a securities enforcement attorney with the Vermont Department of Financial Regulation.

My 16 years of practice have also provided me with a strong understanding and appreciation of the temperament required of an Immigration Judge – patience, dignity, cultural sensitivity, and courteousness to all persons involved in removal proceedings. I understand well the need for

impartiality in order to ensure due process and fundamental fairness to all parties. Having extensively developed my knowledge of immigration law and procedures, I am well prepared to apply the law to the particular facts of a case in a just manner if given the privilege to serve as an Immigration Judge.

In light of the foregoing, I feel I am an excellent candidate for the position. If you need further information or would like to schedule an interview, please feel free to contact me at your convenience. I thank you for the opportunity to apply for such a distinguished position and look forward to hearing from you.

Sincerely,  
/s/ Charles R. Conroy

Attachments

## CHARLES R. CONROY

(b)(6)

### IMMIGRATION LAW EXPERIENCE

*Law Offices of Charles R. Conroy, PLLC*, New York, NY

**Owner/Immigration Attorney, Full-Time**

03/01/2013 – present

- Represent clients at various hearings before the U.S. Immigration Courts and Board of Immigration Appeals in connection with asylum, withholding of removal, cancellation of removal, 212(c) and 212(h) waivers, and adjustment of status cases, as well as bond hearings, motions to terminate and motions to reopen or reconsider removal orders.
- Represent clients before federal district and appellate courts in connection with direct appeals, petitions for review, petitions for habeas corpus, motions for declaratory judgment and injunctive relief, and mandamus petitions.
- Conduct extensive legal research of both federal and state laws as they relate to immigration cases, prepare written summations, appellate briefs and responses to government briefs, motions, and memoranda of law.

*Neighborhood Defender Service of Harlem*, New York, NY

**Immigration Staff Attorney, Full-Time**

02/06/2012 – 02/28/2013

- Represented detained immigrants in NY and NJ in all federal litigation matters before the U.S. Immigration Courts, Board of Immigration Appeals, and federal district and appellate courts with respect to administrative hearings, direct appeals, petitions for review, motions for declaratory judgment and injunctive relief, motions for stay, motions to terminate proceedings, motions to reopen and reconsider removal orders, detention/bond hearings, and petitions for habeas corpus.
- Researched and prepared motions for post-conviction relief before the New York Supreme Court, First Judicial Department.
- Provided criminal defense attorneys with consultation regarding the immigration consequences of pending criminal charges while helping structure plea agreements to avoid removal proceedings against immigrants.
- Conducted extensive legal research of both federal and state law as related to immigration issues, and drafted various motions, briefs and memoranda of law.

*Legal Aid Society of the Orange County Bar Association, Inc.*, Orlando, FL

**Immigration Staff Attorney, Full-Time**

09/18/2006 – 02/03/2012

- Represented clients from 13 counties in Central Florida in all federal litigation matters before the U.S. Immigration Courts, Board of Immigration Appeals, and federal district and appellate courts with respect to administrative hearings, direct appeals, petitions for review, motions for declaratory judgment and injunctive relief, motions for stay, motions to terminate proceedings, motions to reopen and reconsider removal orders, and mandamus petitions.
- Conducted extensive legal research and drafting of various motions, briefs and memoranda of law, and made oral arguments before the federal appeals court.
- Supervised support staff and provided CLE training for attorneys on complex federal litigation topics.

### ACADEMIC EXPERIENCE

*Dwayne O. Andreas School of Law, Barry University*, Orlando, FL

**Adjunct Professor of Law (Immigration Law), Part-Time**

06/2008 – 12/2011

Taught procedural and substantive provisions of the Immigration and Nationality Act, including asylum and withholding of removal, the United Nations Convention Against Torture, humanitarian-based relief, family-

sponsored and employment-based immigrant visa petitions, nonimmigrant visa petitions, the application of inadmissibility and deportability provisions, removal/deportation proceedings, detention/bond issues, immigration consequences of criminal activity and due process rights under the U.S. Constitution.

## **CORPORATE/BUSINESS LAW EXPERIENCE**

***AEGON USA, Inc.***, St. Petersburg, FL

**Securities Attorney, Corporate Law Department**, Full-Time

05/02/2005 – 09/15/2006

- Lead corporate-wide broker-dealer advisory group by conducting analysis and providing consultation to senior management of parent company and subsidiaries regarding impact of new and proposed legislation/regulations of existing mutual funds and variable annuity products.
- Set agenda for monthly conference call meetings and brainstorming sessions for numerous subsidiaries of AEGON.
- Reviewed securities arbitration cases for broker-dealers and investment advisers to spot legal issues and defensive measures under federal and state securities laws.
- Analyzed and reviewed broker-dealer and investment advisor procedures, including conducting on-site audits.

***Tabas Freedman, P.A.***, Miami, FL

**Associate Attorney**, Full-Time

03/01/2004 – 12/16/2005

- Represented clients in federal district court and federal bankruptcy court with respect to bankruptcy and restructuring, creditors' rights, complex business litigation, director/officer/manager liability litigation, and corporate fraud litigation.
- Duties included motion practice, preparing briefs and memoranda of law, analyzing financial records, and conducting depositions and interrogatories.

***Vermont Department of Financial Regulation***, Montpelier, VT

**Securities Enforcement Attorney**, Full-Time

07/02/2001 – 02/27/2004

- Investigated and prosecuted securities fraud cases through trial, applying both federal and state securities law, including the '33 Securities Act, the '34 Exchange Act, the '40 Investment Company Act and '40 Investment Advisor Act.
- Negotiated settlement agreements with attorneys representing investment advisors and broker-dealers for violations of federal and state securities laws.
- Drafted proposed statutory provisions and regulations for presentation to senior management and Vermont legislatures.
- Worked with other state securities regulators to draft language incorporated into the 2002 Corporate Crime Bill.
- Provided legal analysis to the U.S. Senate Judiciary Committee on the interaction between federal securities law and bankruptcy law.
- Conducted research and provided analysis to senior management regarding federal and state securities laws.

***Wick and Maddocks, P.C.***, Burlington, VT

**Associate Attorney**, Full-Time

02/15/2000 – 06/29/2001

- Represented clients with respect to real estate transactions, business transactions, and estate planning and probate law.

## **EDUCATION**

**VERMONT LAW SCHOOL**, South Royalton, VT

**J.D.**, concentration in International Law, Business Law and Environmental Law.

05/1999

**ST. MICHAEL'S COLLEGE**, Colchester, VT

**B.A., *Magna Cum Laude***, double major in English Literature and History.

12/1993

**BAR ADMISSIONS**

- New York Supreme Court, Appellate Division, First Judicial Dept., admitted 02/2013.
- District of Columbia Court of Appeals, admitted 05/2012.
- Florida Supreme Court, admitted 02/2004.
- Vermont Supreme Court (inactive), admitted 02/2000.

**LANGUAGES**

- Fluent in Spanish.





Office of the Attorney General  
Washington, D. C. 20530

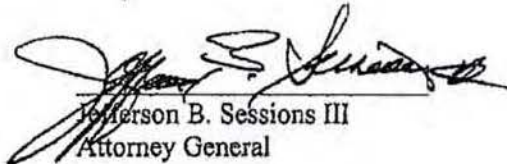
ORDER NO. 3938-2017

APPOINTING CHARLES R. CONROY AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Charles R. Conroy as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/30/17  
Date

  
Jefferson B. Sessions III  
Attorney General

## Scott D. Criss

(b)(6)

### LEGAL EXPERIENCE

**Department of Homeland Security,  
Immigration and Customs Enforcement,  
Office of the Chief Counsel, Charlotte, North Carolina**  
Assistant Chief Counsel, August, 2008 – present.

- Represent DHS in removal hearings before the Charlotte Immigration Court.
- Prepare and litigate hearings regarding asylum, cancelation of removal, adjustment of status, bond hearings, and other petitions for relief.
- Provide legal advice to operational components of DHS, including: Homeland Security Investigations, Customs and Border Patrol, and Enforcement and Removal Operations.
- Represent DHS in appeal proceedings before the Board of Immigration Appeals.
- Local Point of Contact attorney for Human Rights Law Section, Immigration Law Practice, Department of Justice, Office of Immigration Litigation.
- State Prosecution Outreach Coordinator
- Lead Attorney for cases dealing with human rights violations, state criminal prosecutions, gang cases, mental health issues, Federal litigation, and state prosecutions.
- and the Department of Justice, Office of Immigration Litigation
- Lead Attorney for cases handled by Columbia Regional Care Center, a facility holding physically and mentally challenged respondents.
- Lead Attorney for cases dealing with Unaccompanied Juveniles.
- Oversee cases for Worksite Enforcement regarding private business compliance with U.S. labor and immigration laws.
- Received Special Achievement Award August 2010, 2011, 2012, & 2014
- Guest lecturer before the South Carolina Solicitor's Association, on the importance of cooperation between DHS and local prosecutors.
- Guest lecturer before the North Carolina District Attorney Association, on the importance of cooperation between DHS and local prosecutors.
- Conduct trainings for DHS regarding the Fourth Amendment, Brady discovery violations in prosecutions, and Title 19 training for cross-designation.
- Student Intern Coordinator.

**Cook County State's Attorney, Chicago, Illinois**  
**Criminal Traffic Division**

*Assistant State's Attorney, August, 2006 – August, 2008*

- Conducted jury trials, bench trials, and hearings regarding a wide range of criminal cases.
- Designated as a First Chair attorney, responsible for conducting and maintain the case work for a court room and to supervise lower level attorneys and students.
- Research, draft, and argue motions regarding civil petitions, pre-trial motions, and motions to reconsider.
- Received advanced training in trial strategy, ethics, treatment, and investigation techniques.

**Cook County State's Attorney, Chicago, Illinois**  
**Criminal Appellate Division**

*Assistant State's Attorney, August, 2005 – August, 2006*

- Researched and filed appellate briefs, responses, and motions before the Illinois Appellate Court, First District.
- Researched and filed Petitions for Leave to Appeal in the Illinois Supreme Court.
- Argued as both the Appellee and Appellant before the Illinois Appellate Court.
- Specialized research projects including: drug asset forfeiture procedures, sex offender registration, double jeopardy, competency hearings, ineffective assistance of counsel, prosecutorial misconduct, and various Fourth Amendment topics.

**Cook County State's Attorney, Chicago, Illinois**  
**Felony Trial Division**

*Law Clerk, April, 2004 – April, 2005*

- Performed felony bench trials and motions, including pre-trial preparation and interviewing witnesses.
- Legal research on a wide range of subjects including illegal search and seizure issues, misapplication of the law, and standing issues.

**Illinois Tenants Union, Chicago, Illinois**

*Law Clerk, June, 2003 – April, 2004*

- Assisted in the preparation of complaints, answers, and discovery for a tenant's rights not-for-profit organization.
- Handled direct contact with client including answering client's questions, keeping clients informed of the status of their law suit, gaining information from clients to assist in litigation, and informing clients of the possibilities of a disposition of their case.

**The John Marshall Law School, Chicago, Illinois**

**Professor Celeste Hammond**

*Research Assistant, June, 2003 – April, 2004*

- Research of landlord and tenant relationships for use in class lectures and at teaching conferences.
- Assisted in the development of a chapter for a casebook involving common interest communities that was published in the spring of 2004.

**OTHER EXPERIENCE**

**California State University Long Beach, Long Beach, California**

**Professor Jay Stevens**

*Professor's Assistant, Political Science, February, 2000 – June, 2002*

**EDUCATION**

**The John Marshall Law School, Chicago, Illinois**

*Juris Doctor, May, 2005*

**California State University Long Beach, Long Beach, California**

*Bachelor of Arts, Political Science, June, 2002*

**ADDITIONAL INFORMATION**

- Member of the Illinois bar, 2005 – to present.



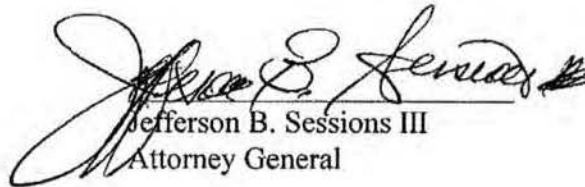
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4027-2017

APPOINTING SCOTT D. CRISS AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Scott D. Criss as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

11/15/17  
Date

  
Jefferson B. Sessions III  
Attorney General

November 16, 2015

To Whom It May Concern:

**Re: Immigration Judge Position in Los Angeles, California**

I am excited to submit my application for the Immigration Judge position in Los Angeles. I have served as a judge in California and New York. Currently, I am an Administrative Law Judge with the New York State Department of Health. Previously, I served as an Administrative Law Judge for the State of California.

As an Administrative Law Judge, I have presided over hundreds of formal, quasi-judicial hearings with dozens of different state agencies and rendered written legal decisions within a short statutory timeframe. I presided over cases with agencies from the Department of Corporations and Medical Board to the Horse Racing Board and Bureau of Security and Investigative Services. Due to my interest in serving as an Immigration Judge, I have also observed numerous cases at the Immigration Court and familiarized myself with immigration laws and procedures.

During my legal career, I have handled more than 1,000 cases. The breadth of my experience includes criminal, civil, administrative, juvenile, and small claims cases. I have heard approximately 300 cases as a judge, single-handedly tried almost 40 criminal trials as a Deputy District Attorney, filed nearly 250 criminal cases, litigated nearly 225 preliminary hearings, pled out more than 500 cases, arbitrated and/or mediated around 75 cases, and dealt with several hundreds of other cases as a lawyer and judge. I have experience in the federal, state, and administrative courts.

I earned a Juris Doctor degree from UC Berkeley School of Law (Boalt Hall) and completed my third year at Harvard Law School. I am the recipient of five American Jurisprudence Awards and have interned with Judge Warren J. Ferguson of the U.S. Ninth Circuit Court of Appeals. I hold bar licenses in California, New York, New Jersey, and Illinois, and have been admitted to the Southern and Eastern Districts of New York and the Central District of California. I also possess a Master's Degree in Communications.

For several years, I worked as a Deputy District Attorney for the Los Angeles County District Attorney's Office, where I was the sole prosecutor of nearly 40 criminal trials, many with serious and violent charges. During this time, I dealt with thousands of criminal cases ranging from murder and kidnapping to conspiracy and narcotics. I also prosecuted domestic violence and sex crimes. Some of the cases I prosecuted involved a defendant with immigration issues.

I had the distinct honor of being invited to join the faculty at Western State as an Adjunct Professor of Law, where I taught "Criminal Litigation Pretrial," a course that I created and designed, and also taught "Criminal Justice Ethics." My legal experience also includes civil litigation, mediation, and arbitration. Prior to my legal career, I was an award winning television and newspaper reporter.

Enclosed please find the following: (1) Resume (five pages), (2) Writing Sample (seven pages), (3) Quality Ranking Factors (13 pages), and (4) Four Letters of Reference (five pages). Should you have any questions, please feel free to call me at (b)(6). Thank you for your consideration.

Sincerely,  
Jankhana Desai



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**BACKGROUND**

In the course of my legal career, I have handled more than 1,000 cases. The breadth of my experience includes criminal, civil, administrative, juvenile, and small claims cases. I have heard approximately 300 cases as a judge, single-handedly tried almost 40 criminal trials as a Deputy District Attorney, filed approximately 250 criminal cases, litigated approximately 225 preliminary hearings, pled out more than 500 cases, arbitrated and/or mediated around 75 cases, and dealt with hundreds of other cases as a lawyer and judge. I have experience in the federal, state, and administrative courts.

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**EDUCATION**

**Yale University**, Internet and Telecommunications Law. (Summer 2014)

**Harvard Law School**, Third year of law school. (2000-2001)

**University of California, Berkeley School of Law (Boalt)** **Juris Doctor 2001**  
Second year of law school and earned Juris Doctor Degree.

**Western State University, College of Law** (1998-1999) **Class Rank: 1**  
First year of law school. Full merit scholarship recipient; LSAT score: 173; 99<sup>th</sup> percentile.

**California State University, Fullerton** **M.A. Communications 1995**

**University of California, Irvine** **B.S. Biological Sciences 1993**

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**EXPERIENCE**

**ADMINISTRATIVE LAW JUDGE, New York State Department of Health (Full time)** 2015-current

- Preside over complex hearings pursuant to Public Health Law, Social Services Law, and provisions of State and Federal Regulations.
- Case types may include: Medicaid Fraud, Physician Discipline, Narcotics Enforcement, Nursing Home Resident Discharge, Early Intervention Services, Patient Protection, Women, Infants and Children, Bureau of Environmental Radiation Protection, Emergency Medical Services, Bureau of Funeral Directing, Medical Indemnity Fund, and State Sanitary Code.

**ARBITRATOR/MEDIATOR/ATTORNEY (Full time)** 2013-2015

- Arbitrator: New York and Bronx County Civil Court Small Claims: Arbitrated more than 50 cases.
- United States District Court for the Eastern District of New York: Pro bono attorney panel.

**ADMINISTRATIVE LAW JUDGE (Full time)** 2011-2013

**State of California, Office of Administrative Hearings**

- Presided over a full range of hearings to render written legal decisions to state agencies.
- Presided over hundreds of cases. Agencies included: Dept. of Corporations, Dept. of Real Estate, Dept. of Insurance, Dept. of Social Services, Dept. of Developmental Services, Dept. of Motor Vehicles, Dept. of Rehabilitation, Board of Accounting, Horse Racing Board, Medical Board, Board of Registered Nursing, Dental Board, Structural Pest Control Board, Board of Behavioral Sciences, Physical Therapy Board, Occupational Therapy Board, Contractors State License Board, Pharmacy Board, Board of Barbering and Cosmetology, Board of Vocational Nursing and Psychiatric Technicians, Bureau of Automotive Repair, Bureau of Security and Investigative Services, California Public Employees' Retirement System, and Emergency Medical Services Authority,

- **Promotion:** Promoted to Administrative Law Judge II position in less than two years.
- **Professional Licensing Disciplinary Cases:** Presided over licensing cases often involving alleged misconduct by licensees and applicants to various state agencies. Determined the appropriate discipline or whether a license should be granted and wrote a legal decision submitted to the licensing agency for adoption.
- **Corporations:** Presided over cases involving desist and refrain orders issued by the Department of Corporations, cases in which, for example, the Department was alleging that the Respondent was effecting transactions in securities as a broker-dealer without being certified to act as a broker-dealer. These cases involved complex issues of corporations' law.
- **Eligibility and Services Cases:** Presided over cases in which a minor had a developmental disability including autism, mental retardation, or cerebral palsy, and wanted State funded services to continue. Also, presided over "eligibility cases," in which expert testimony and psychologists' reports were evaluated to determine if a child suffers from a developmental disability and therefore qualifies for State funded services. Wrote final decisions.
- **Social Services:** Presided over cases in which the Department of Social Services (DSS) alleged that a child-care facility did not provide adequate care and supervision to children being supervised by the facility. DSS would commonly be seeking license revocation or other discipline. Cases were often highly emotionally charged. Determined the appropriate discipline and wrote a legal decision submitted to DSS for adoption.
- **Teacher Dismissals and Layoffs:** Presided over STULL and Reduction in Force hearings for teachers. STULL hearings involved the potential termination of a teacher's employment due to alleged misconduct. Reduction in Force hearings involved teacher layoffs due to budgetary issues.
- **Disability Appeals:** Presided over disability retirement appeals.
- **Legal Decisions:** Issued written decisions within a short statutory timeframe. Applied applicable legal principles, statutes, regulations, and rules to complex facts. Performed legal research and analysis.
- **Mediations and Settlement Conferences:** Successfully conducted mediations and settlement conferences.

**ADJUNCT PROFESSOR OF LAW, Western State College of Law (Part time) 2011 – 2012**

Courses taught:

- (1) **Criminal Litigation: Pretrial** - Created and designed course and wrote all of the case hypotheticals. Taught students the pretrial stages of a criminal proceeding and prepared them to work in criminal defense or prosecution through the use of written and oral advocacy exercises. There was a wait-list to take the course, and I received glowing student evaluations. Course was added to the law school curriculum.
- (2) **Criminal Justice Ethics** – Course covered ethical rules and challenges facing criminal law practitioners.

**ADMINISTRATIVE LAW JUDGE PRO TEM (Part time) 2010 – 2011**

**OFFICE OF ADMINISTRATIVE HEARINGS, STATE OF CALIFORNIA**

- Presided over a full range of hearings to render written legal decisions to state agencies.
- **Professional Licensing Disciplinary Cases:** Presided over licensing cases often involving alleged misconduct by licensees and applicants to various state agencies. Determined the appropriate discipline or whether a license should be granted and wrote a legal decision submitted to the licensing agency for adoption.
- Presided over hearings with agencies including: Board of Accountancy, Bureau of Electronic and Appliance Repair, Board of Registered Nursing, California Public Employees' Retirement System, Contractors State License Board, Dept. of Social Services, Dept. of Real Estate, Dept. of Insurance, Dept. of Motor Vehicles, Bureau of Automotive Repair, Bureau of Security and Investigative Services, Board of Behavioral Sciences, Board of Vocational Nursing and Psychiatric Technicians, and Structural Pest Control Board.

**SOLO PRACTICE (Full time) 2009-2011**

- Administrative Law Judge Pro Tem starting 2010.
- Adjunct Professor of Law starting 2011.

**DEPUTY DISTRICT ATTORNEY (Full time) 2005- 2009**

**LOS ANGELES COUNTY DISTRICT ATTORNEY'S OFFICE**

- **Jury Trials – sole prosecutor of nearly 40 criminal trials, mostly felonies.** Trials included serious and violent crimes and charges including: attempted murder, drive-by shooting, domestic violence, assault with a deadly weapon, assault with a firearm, armed robbery, carjacking, burglary, forgery, perjury, possession/sale of

narcotics, criminal threats, grand theft, felon with firearm, receiving stolen property and allegations of personal use/intentionally discharged firearm, principal armed with a weapon, and great bodily injury.

- **Sex Crimes:** Prosecuted multiple count sex crimes cases with charges including: forcible rape, aggravated sexual assault of a child victim, lewd act upon a child, continuous sexual abuse, corporal injury on a spouse/cohabitant, attempted spousal rape, oral copulation of a person under 16, unlawful sexual intercourse, attempted premeditated willful and deliberate murder, and sexual penetration by a foreign object. Successfully interviewed victims and witnesses, including witnesses as young as four years old.
- **Preliminary Hearings:** Litigated approximately 225 felony preliminary hearings including serious/violent crimes and cases with gang, elder, and weapon allegations.
- **Case Filings:** Filed approximately 250 criminal cases including felonies, misdemeanors, and juvenile cases. Once law enforcement proffered the case for filing, I determined which charges to file, whether the case needed further investigation, or whether it should be rejected outright.
- **Worked on** murder, vehicular manslaughter, rape, kidnapping, drive-by shooting, conspiracy, carjacking, robbery, tax, perjury, forgery, counterfeit seal, counterfeit mark, dissuading witness, grand theft by embezzlement, possession of child pornography, crimes against peace officers, escape from a penal institution, narcotics cases, sex crimes, gang cases, and juvenile cases.
- **Law Enforcement Agencies:** Interfaced with federal, state, and local law enforcement agencies including the FBI, United States Secret Service, Los Angeles Police Department, California Highway Patrol, Los Angeles Sheriff's Department, California Department of Justice, California Department of Corrections, California Youth Authority, county jail, state prison, local police departments, and fire departments.
- **Expert Witnesses:** Dealt with experts and/or law enforcement personnel in: forensics, arson, firearms, child molestation, ballistics, check fraud, trademark, narcotics, domestic violence, sex crimes, Sexual Assault Response Team, fingerprints, gangs, alcohol, handwriting, toxicologists, sketch artists, forensic psychiatrists, psychologists, chemists, restitution, alcohol screening and datamaster experts, doctors, and medical experts.
- **Motions and Memoranda:** Litigated evidentiary, search and seizure, competency, and other pre-trial and post-trial motions. Authored several legal motions and memoranda.
- **Juvenile Court:** Tried juvenile adjudications. Handled several hundred juvenile cases.
- **Calendar Deputy District Attorney** in charge of the entire caseload of the courtroom.
- **Media Case:** Handled specially assigned media case.
- **Drug Court:** Prosecutor for drug court.

## MEDIATION and ARBITRATION

2014-current, 2004-2005

- Arbitrator: New York County Civil Court Small Claims.
- Arbitrator: Bronx County Civil Court Small Claims.
- Arbitrator: Orange County Bar Association's Mandatory Fee Arbitrator's Panel.
- Mediator: Superior Court of California (Los Angeles County) Civil Mediation Panel: Mediator for civil cases.
- Successfully mediated numerous cases as an Administrative Law Judge.
- Mediation Certificate: Completion of Basic Mediation Training: New York.
- Mediation Certificate: Completion of Basic Mediation Training: California.
- Advanced Mediation Skills Primer through the American Arbitration Association: Certificate of Training.
- Advanced Mediation Training: Certificate of Completion.
- Family and Divorce Mediation Training.
- Mediation Ethics.
- Arbitration Program through the American Health Lawyers Association: Certificate of Completion.
- Healthcare Arbitration Training: Certificate of Completion.
- Small Claims Arbitration Training: New York County Civil Court.
- Commercial Arbitration Training.
- Mandatory Fee Arbitration Training.
- Quinnipiac-Yale Dispute Resolution Workshop.

## CIVIL LITIGATION EXPERIENCE

2002-2003

Civil Litigation.

**NORFOLK COUNTY DISTRICT ATTORNEY'S OFFICE: Legal Intern** 2000-2001  
Prosecuted jury and bench trials. Argued bail proceedings, handled arraignments, and conducted plea negotiations.

**UNITED STATES NINTH CIRCUIT COURT OF APPEALS: Legal Intern** 1999  
**Senior Circuit Judge Warren J. Ferguson**  
Drafted and critiqued bench memoranda. Researched / wrote opinions of appellate issues. Attended oral arguments.

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### BAR ADMISSIONS

- California (admitted May 30, 2002; passed bar exam on first try.)
- New York (admitted June 2004; passed bar exam on first try.)
- New Jersey (admitted November 2004; passed bar exam on first try.)
- Illinois (admitted May 2002; passed bar exam on first try.) (Voluntary inactive status.)
- United States District Court for the Central District of California
- United States District Court for the Eastern District of New York
- United States District Court for the Southern District of New York

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### MEDIA EXPERIENCE

**TELEVISION NEWS REPORTER, CHANNEL 3** 1998-1999  
On-camera reporting of news and features. Created, wrote, edited and produced news stories. Anchored newscasts.

**NEWSPAPER REPORTER, *THE ORANGE COUNTY REGISTER*** 1997  
Reporter for news, community, feature stories, and events.

**TELEVISION NEWS REPORTER, WEST COAST CORRESPONDENT, *TV ASIA*** 1994-1997  
Anchored newscasts. On-camera reporting. Interviewed national and foreign dignitaries.

**SPORTS REPORTER, CHANNEL 22** 1996-1997  
On-camera reporting of sporting events and feature stories. Anchored special segments.

**NEWSPAPER REPORTER, *INDIA JOURNAL NEWSPAPER*** 1991-1997  
Reporter for political, entertainment, and news events.

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### OTHER TEACHING EXPERIENCE

**THE PRINCETON REVIEW, TEACHER** 1994-1997  
Taught LSAT, MCAT, GMAT, GRE, SAT I and II standardized tests.

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### HONORS and AWARDS

- American Jurisprudence Awards: Contracts I, Contracts II, Property I, Torts II, and Remedies.
- Best Reporter's Contest Awards:
  - ❖ Best Television Reporter Award
  - ❖ 1st place: Non-Breaking Television News
  - ❖ 1st place: OC Fair Coverage
  - ❖ 2nd place: In-depth Investigative Newspaper Reporting
  - ❖ 2nd place: Special Events
- Orange County Speech League Impromptu Speaking Champion.
- Orange County Speech League Superiority Award Expository Speaking.
- Recipient of eight Top Speaker medals and four Top Debater medals.
- Awarded "Speaker of the Year."
- Coach: Roger J. Traynor Moot Court Competition.
- Judge: Harvard Law School Ames Moot Court Competition.

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## **SPEAKING ENGAGEMENTS**

- Panelist: “Government Attorney.”
- Panelist: “Elimination of Bias.”
- Panelist: “Lawyers from Different Arenas.”
- Panelist: “Careers in the Law.”
- Panelist: “A Day in the Life of an Attorney.”
- Guest lectured at a college on juvenile justice.
- Invited by a State Superior Court Judge to speak to college students regarding being a prosecutor.
- Master of Ceremony for approximately 25 major events.

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## **COMMUNITY OUTREACH**

- State Bar of California’s Special Commission for the Revision of the Rules of Professional Conduct: Invited to attend meetings. Assisted in crafting a rule concerning the special duties of prosecutors.
- School Attendance Review Board (SARB): Represented Los Angeles District Attorney’s Office. Worked with law enforcement, school officials, and community leaders to motivate truant students to attend school.
- Empire Mock Trial: Presiding Judge for World Championship Mock Trial Competition.
- Justice Resource Center: Presiding trial judge for NYC Mock Trial Competition.
- UCLA: National mock trial tournament: Presiding trial judge.
- UCI: National mock trial tournament: Presiding trial judge.
- Claremont McKenna: Regional mock trial competition: Presiding trial judge.
- Constitutional Rights Foundation: Judged annual mock trial competition for two years.
- UC Berkeley: Judged scholarship essays and interviewed prospective scholarship recipients.
- Orange County Journalism Education Association: Judge.
- Medical Camp volunteer: Volunteered at medical camps attended by hundreds of people.

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## **LANGUAGES**

- Fluent in Hindi and Gujarati
- Conversational in Spanish
- Classes in French and Chinese





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Washington, D. C. 20530

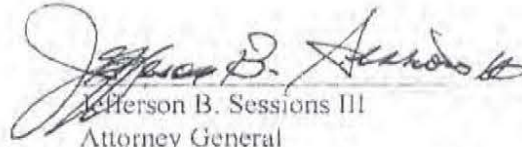
ORDER NO. 3993-2017

APPOINTING JANKHANA DESAI AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jankhana Desai as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

9/30/12  
Date

  
Jefferson B. Sessions III  
Attorney General

**Paula J. Donnolo**

(b)(6)



November 20, 2015

U.S. Department of Justice  
Executive Office of Immigration Review  
Office of Human Resources  
5107 Leesburg Pike  
Suite 2300  
Washington, DC 20530

To Whom It May Concern:

It is with great enthusiasm that I am applying for the position of Immigration Judge. My serious interest in Immigration Law combined with my extensive litigation experience in a high volume context in the New York Immigration Courts for over fourteen years has well prepared me for this position.

I would welcome the opportunity to continue to serve the immigration court system in this new capacity and very much look forward to your response. Please let me know if you need any further information.

Thank you for your time and consideration.

Very truly yours,



Paula J. Donnolo

**Paula J. Donnolo**

(b)(6)



**Assistant Chief Counsel**

***U. S. Department of Homeland Security, Immigration and Customs Enforcement, New York, N.Y.  
October 21, 2001 - present***

Represent the U.S. Department of Homeland Security (“DHS”) before the Executive Office for Immigration Review, Immigration Court in New York City in removal hearings involving asylum, cancellation of removal, adjustment of status, as well as fraud and criminal waiver applications. Have handled complex cases involving national security, foreign fugitive, firm resettlement, mental incompetency and particular social group issues, among others. Litigate cases from the initial master calendar hearing to the merits hearing and through the appeal process. Review cases for prosecutorial discretion for both adults and juveniles. Conduct legal sufficiency review of charging documents (“NTAs”) and provide legal advice to Enforcement and Removal Operations officers as well as interface with the private bar as part of duty officer responsibilities. Write memoranda, motions to reopen and terminate, foreign fugitive alerts, as well as appeal and trial briefs, including a recent United States claim to citizenship memorandum of law.

As part of Fraud Team duties, review cases involving fraud discovered after relief has been granted and write motions to reopen, when appropriate. Have served for several years as a member of the New York office’s Fraud and Attorney Discipline Committee and have conducted Continuing Legal Education courses on the Attorney Discipline Process and Labor Certification and Visa Fraud. Received a Special Accomplishment Award for the handling of marriage fraud case. Recently wrote a successful motion to reopen involving a complex fraud case when the respondent had been denied asylum under an assumed identity and then re-applied for asylum using a different name. Also worked closely with an ICE Special Agent to assist in the investigation and preparation of a case, which resulted in the 2015 indictment of an individual who was misrepresenting himself as an attorney in immigration and state courts.

Litigated a significant national security case with co-counsel, which resulted in the denial of all relief for a Legal Permanent Resident, who was a former member of the Armed Forces of Colombia (FARC) and United Self-Defense Forces of Colombia (UAC) as well as an associate of a significant drug lord. Since 2012, have served on the Juvenile Team, a specialized team of attorneys, who handle the detained and non-detained juvenile dockets. As part of the Unaccompanied Children/Adult With Children Juvenile’s Legal Sufficiency team, over the past year reviewed over 1400 NTAs for legal sufficiency.

Recently selected to lead a workshop to train fellow DHS/ICE attorneys on effective communication skills to enhance professional conduct within and outside of the courtroom.

**General Corporate Counsel**

*ATC Real Estate and Development Corp. and its affiliates, New York, N.Y.*

*April 1991- October 2001*

Served as in-house counsel and provided legal advice on a variety of corporate and litigation matters. Conducted negotiations and drafted related documents for business start-ups, acquisitions and employment, service and construction contracts. Supervised outside counsel on litigation and other matters. Assured compliance with environmental regulations for large commercial projects, including representation before regulatory agencies. Also responsible for all insurance-related matters, including worker's compensation and third-party suits. Managed commercial real estate transactions from preliminary evaluation, due diligence and negotiations to closing. Negotiated, drafted and reviewed commercial leases, brokerage and other commercial agreements.

**Litigation Attorney**

*Legal Services Plan, Local 237, New York, N.Y.*

*1981-1983*

*General Practice:* Represented municipal workers in divorce, child support, visitation, paternity, custody, landlord-tenant, real estate, wills and personal bankruptcy matters.

**MEDIATION AND ARBITRATION EXPERIENCE**

*Arbitrator:* Civil Court of the State of New York, Small Claims Court. *1997-1999*

*Mediator:* Mediation Project for Custody and Visitation, Association of the Bar of the City of New York. *1998-1999*

**PRO-BONO EXPERIENCE**

*Secretary:* Committee on Juvenile Justice, Association of the Bar of the City of New York. *1997-2000*

*Convener, International Law Conference:* Organized conference on behalf of the Committee on Juvenile Justice, Association of the Bar of the City of New York (ABCNY), on the occasion of the 10<sup>th</sup> Anniversary of the United Nations Convention on the Rights of the Child, sponsored by UNESCO and various ABCNY committees. *March 2000*

*Member:* Committee on International Human Rights, ABCNY. *2000-2001*

**EDUCATION**

New York Law School, 1980.

St. John's University, BA in Political Science, 1968

**CITIZENSHIP**

United States

**SECURITY CLEARANCE:** Classified, 2002-present

**BAR ADMISSION** New York State, 1981



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4045-2017

APPOINTING PAULA J. DONNOLO AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Paula J. Donnolo as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

Date

12/8/17

Jefferson B. Sessions III  
Attorney General



**Jennifer I. Gaz**

(b)(6)

November 19, 2015

United States Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Washington, DC 20530

Re: Application – Immigration Judge (Eloy)  
Job Announcement Number: EOIR-16-1542299-JC

Dear Sir or Madam:

I would like to be considered for the position of Immigration Judge in Eloy, Arizona. I have been working as an Assistant Chief Counsel with the Department of Homeland Security, Immigration and Customs Enforcement since May, 2007. I have attached a writing sample, three letters of recommendation, my latest SF- 50, and performance appraisal for your consideration.

I am confident that my breadth of experience will enable me to be a fair and impartial judge in removal and bond proceedings. I am excited about the opportunity and the challenges associated with being an immigration judge. I appreciate your time and consideration of my application.

Sincerely,

/s/

Jennifer I. Gaz

**JENNIFER I. GAZ**

(b)(6)

EXPERIENCE

DEPARTMENT OF HOMELAND SECURITY, IMMIGRATION AND CUSTOMS ENFORCEMENT, OFFICE OF THE CHIEF COUNSEL, Phoenix, Arizona and Eloy, Arizona  
*Assistant Chief Counsel, May 2007–Present, Full-time*

Represent the United States Department of Homeland Security in removal and bond proceedings, including *Rodriguez* bond hearings. Prepare briefs on appeal and remand before the Board of Immigration Appeals. Function as one of the points of contact for the juvenile docket in Phoenix. Prosecute human rights violator cases in immigration court and before the Board of Immigration Appeals. Serve as the point of contact for U and T visa issues as well as human trafficking. Train law enforcement and other agencies on U visa issues. Train Special Agents and Deportation Officers on United States citizenship laws and the Fourth Amendment law. Coordinate with the Department of Justice, Office of Immigration Litigation regarding remanding cases if new case-law changes the posture of a case pending at the Ninth Circuit Court of Appeals and deciding whether to exercise prosecutorial discretion. Prepare litigation reports for the United States Attorney's Office in defending *Habeas* petitions and render assistance regarding immigration law. Represent the Department of Homeland Security in worksite enforcement cases. Serve on the subpoena team to authorize Officers and Special Agents to testify in State prosecutions.

DEPARTMENT OF JUSTICE, UNITED STATES ATTORNEY'S OFFICE FOR THE DISTRICT OF ARIZONA, Phoenix, Arizona

*Criminal Special Assistant United States Attorney, January 2011- January 2012, Full-time*

One year detail to the US Attorney's Office in the Southwest Border Crimes Unit, prosecuting cases involving drug trafficking, weapons possession by prohibited possessors, alien smuggling and illegal re-entry after deportation. Managed cases from inception to conclusion in the Federal District Court for the District of Arizona, including making charging decisions, advising co-counsels on immigration law matters, presenting cases to the grand jury, and appearing in Federal District Court. Acted as liaison between the Department of Homeland Security officers and special agents in developing criminal cases for presentation to the United States Attorney's Office.

WOLIN, KELTER & ROSEN, LTD. (F/K/A LAW OFFICES GERHARD KELTER), Chicago, Illinois

*Associate Attorney, November 2003-April 2007, Full-time*

Acted as sole immigration attorney at 18-attorney law firm that served corporate clients. Prepared nonimmigrant visa petitions (H-1B, L and E) on behalf of corporate and individual clients. Prepared employment and family-based immigration petitions. Assisted with labor and employment law matters, including preparing employee handbooks for clients. Managed internship program for foreign attorneys. Managed corporate compliance with states filings and administrative corporate functions for corporate clients. Provided general legal counsel for longstanding corporate clients. Supervised local counsel in litigation for foreign insurance company client. Managed insurance coverage and personal injury defense litigation claims.

CHICAGO HOUSING AUTHORITY, OFFICE OF THE GENERAL COUNSEL, Chicago, Illinois

*Staff Counsel, October 2000- October 2003, Full-time*

Analyzed federal, state and local regulatory requirements, and drafted and negotiated contracts for the Relocation, Section 8, Management Analysis and Planning, and Programs Departments. Provided legal counsel in the CHA's monitoring role for its 2002 Resident Council Elections. Reviewed Letters

and Resolutions to be approved by the Chicago Housing Authority's Board of Commissioners on a monthly basis. Assisted in drafting the Chicago Housing Authority's Section 3 Policy based on federal regulations and provided counsel for its implementation.

FRATERRIGO, BERANEK, FEIEREISEL & KASBOHM, Chicago, Illinois

*Associate Attorney, May 1999- October 2000, Full-time*

Managed a variety of claims, including: breach of contract, premises liability and automobile negligence. Communicated with clients regarding strategies for defense, value of claim and status of the litigation. Took and defended depositions. Defended clients in arbitrations.

EANNACE, MEADE & ASSOCIATES, Chicago, Illinois

*Associate Attorney, October 1997- February 1999, Full-time*

Managed a caseload of over sixty cases pending in the Cook County Law Division. First chaired eleven jury trials to verdict. Drafted and argued appeals and post-trial motions. Regularly made court appearance on behalf of clients, briefed and argued motions, defended clients in arbitration, and took and defended both discovery and evidence depositions.

#### EDUCATION

DEPAUL UNIVERSITY COLLEGE OF LAW, Chicago, Illinois

*Juris Doctor, June 1997*

UNIVERSITY OF ILLINOIS, Champaign-Urbana, Illinois

*Bachelor of Arts in History and Rhetoric, May 1994*

#### LANGUAGES

German

#### LICENSES

Illinois Bar, November , 1997

Northern District of Illinois, 1998



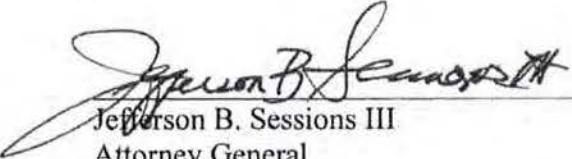
Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 3988-2017

APPOINTING JENNIFER I. GAZ AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jennifer I. Gaz as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

9/18/17  
Date

  
Jefferson B. Sessions III  
Attorney General

## MARCOS GEMOETS

Texas Bar Card: 24036630

Email: [mgemoets@immigrationmg.com](mailto:mgemoets@immigrationmg.com)

(b)(6)

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### Summary of Qualifications

**Experience/ Skills:** **ATTORNEY:**  
Litigation

Federal appellate experience with federal circuit court and administrative appeals. Experience in research, brief drafting, and document review. Preparation and review of various legal instruments and documents. Federal district court experience with *Habeas* and *Mandamus* actions. Administrative appellate experience: *Board of Immigration Appeals*. Trial experience with Custody Review, Motion Filings, and Removal Defense.

Immigrant Visa

Family-Based & Employment-Based Immigrant/Non-Immigrant Visas  
National Interest Waiver(s)  
Immigrant Investor Visas

Non-Immigrant Visa

Consular Processing and Inadmissibility Waiver(s)  
Diversity Visa  
Refugee Resettlement

**Education:** **Juris Doctorate, May 2002**  
St. Mary's School of Law – San Antonio, TX

**Summer Legal Studies, Summer 2000 & 2001**  
Universidad Complutense de Madrid (Madrid, Spain)  
“*European Legal Systems*” & “*European Contract Law*”

**Bachelor of Science in Foreign Service, May 1999**  
Georgetown University, School of Foreign Service (Washington, DC)  
Major: International Law, Institutions & Ethics  
Minor: Justice & Peace Studies (Refugee Studies)

**Admission(s) / Certification(s) / Skills:**

Texas State Bar – 11/06/2002  
Federal Court Admitted - *5<sup>th</sup> Circuit Court of Appeals*, *7<sup>th</sup> Circuit Court of Appeals*, *Western District of Texas*, and *Northern District of Illinois*  
Texas Board of Legal Specialization, *Immigration & Nationality Law*  
American Immigration Lawyers Association (AILA) - 2003-Present  
Fluent in spoken and written Spanish  
Excellent analytical research and writing skills  
Management of non-profit administrative budget and finance



### Professional Experience

<b>May 2011</b> <b>To</b> <b>Present</b>	Law Office of Marcos Gemoets <i>Attorney / Owner</i> Founded and manage law office practice specializing exclusively in immigration representation. Represent clients before administrative immigration agencies and Immigration Court. Represent clients in federal litigation, including 5 <sup>th</sup> Circuit.
<b>September 2007</b> <b>To</b> <b>May 2011</b>	AzulaySeiden Law Group <i>Senior Attorney</i> Represented clients in federal litigation and administrative agency proceedings. Coordinated development of 7 <sup>th</sup> Circuit appellate briefing and presentation of oral arguments. Supervised associate attorneys; reviewed document drafting and case management. Researched and drafted procedural motions, discovery and related pre-trial activities. Represented clients in federal proceedings throughout the United States, including TX, IL, CA, AZ, NY, FL, OH, KY, NM.
<b>February 2006</b> <b>To</b> <b>September 2007</b>	United States Conference of Catholic Bishops; Washington, DC <i>Senior Policy Analyst</i> Collaborated with Office of Government Liaison to analyze and promote comprehensive immigration reform. Researched and drafted policy memorandum for publication and distribution in lobbying efforts. Coordinated off-site visits, including Mexico and Haiti. Researched and drafted USCCB policy positions and statements.
<b>September 2003</b> <b>To</b> <b>February 2006</b>	Catholic Charities, Archdiocese of San Antonio; San Antonio, TX <i>Director of Immigration Services / Attorney</i> Director of Immigration Services for regional non-profit organization, overseeing staff consultants, volunteers, and administration. Supervised client representation respective to adjustment of status, consular processing, temporary protected status, naturalization. Provided representation before U.S. Department of Justice and U.S. Department of Homeland Security for immigrant and undocumented individuals. Personally handled development of battered spouse and unaccompanied minor defense before Immigration Courts and U.S. Citizenship & Immigration Services. Developed and maintained financial resources for the agency through grant writing and public financial resources.
<b>March 2003</b> <b>To</b> <b>September 2003</b>	Law Office of Joseph B. DeMott & Associates; San Antonio, TX <i>Attorney</i> Represented and counseled clients regarding affirmative immigration applications for naturalization, lawful permanent residence, and non-immigrant visas. Personally developed and presented defensive applications before the Executive Office for Immigration Review, including custody re-determination, political asylum, adjustment of status. Researched and formally submitted appeals of Immigration Judge's decisions to the Board of Immigration Appeals.



Office of the Attorney General  
Washington, D.C. 20530

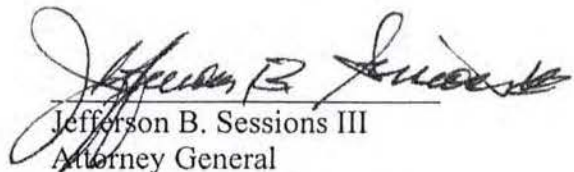
ORDER NO. 3966-2017

APPOINTING MARCOS GEMOETS AS AN IMMIGRATION JUDGE

By virtue of the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1),  
I hereby appoint Marcos Gemoets as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office  
is taken.

8/31/17  
Date

  
Jefferson B. Sessions III  
Attorney General

November 20, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
Falls Church, VA

**VIA USAJOBS**

**RE: APPLICATION OF JOHN M. GILLIES**  
**Announcement Number EOIR-16-1541453-JC**  
**(Immigration Judge, Atlanta, GA)**

Dear Hiring Manager:

I write to submit my application for the pending U.S. Immigration Judge position in Atlanta, Georgia. Please find enclosed my completed application materials, including my resume, a statement addressing the quality ranking factors (QRFs), a writing sample, my most recent performance appraisal and SF-50 Notification of Personnel Action, and three letters of reference. Please note that the "Employee Accomplishments" portion of my performance appraisal is redacted to protect certain sensitive information.

I began my legal career as a Law Clerk to the Honorable Judge Gerald Bard Tjoflat, then-Chief Judge for the U.S. Court of Appeals for the Eleventh Circuit, in Jacksonville. I went on to practice with two well-respected Florida firms and also served nearly three years as an Assistant State Attorney with the Office of the State Attorney for Florida's Twelfth Judicial Circuit. Since leaving Florida in 1998, I have worked almost exclusively for the U.S. Department of Justice. This has provided me with exceptional litigation experience in federal district courts throughout the country. I began my career with the Department of Justice as an Assistant United States Attorney, first in the Middle District of Georgia and then in the District of Nevada. In 2005, I rejoined the Department to work in the Criminal Division's Narcotic and Dangerous Drug Section, where I became the Assistant Deputy Chief for Litigation. From there, I was honored to serve for two years in the Civil Rights Division, where I was promoted to Chief of Staff for the Division. In that position, I was directly responsible for the litigation decisions made by the Division's Criminal Section. I currently work in the Department's Office of International Affairs (OIA), where I serve as the Associate Director in charge of a team of attorneys and paralegals who handle extradition and mutual legal assistance requests involving South America.

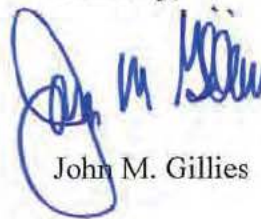
Throughout my career, I have acquired experience that provides an in-depth understanding of the work of the federal government and, in particular, the judiciary. For example, in addition to the federal service described above, I also served as Chief Legal Counsel for U.S. Senator Saxby Chambliss of Georgia, for whom I provided legal advice related to his service on the Senate Committee on the Judiciary and the Senate Committee on Rules and Administration. This experience, combined with my experience as a federal appellate law clerk and as a litigator, will provide me with a strong foundation to fulfill the responsibilities of an Immigration Judge.

As a writing sample, I have enclosed a published article entitled Foreign Discovery Issues, Including Brady, Giglio, and Jencks Materials, which I authored with two of my Department of Justice colleagues. This article serves as a chapter in the third edition of the Department's FEDERAL NARCOTICS PROSECUTIONS manual. My co-authors, Glenn Alexander and Jim Faulkner, and I collaborated on the "practice notes" portions of the article, which provide advice on trial preparation and strategy. I personally wrote the sections of the article providing legal analysis of cases, statutes, and federal rules. Although the article was edited by the Department of Justice to ensure compliance with Departmental policies, its substance remains the work product of the authors.

I have also included letters of reference from my current supervisor, (b)(6) Acting Director of the Office of International Affairs, Criminal Division, U.S. Department of Justice, and from two of my previous supervisors, **Saxby Chambliss**, former U.S. Senator, and (b)(6) of Kallins, Little & Delgado.

Thank you for your consideration of my application. Please do not hesitate to contact me at (b)(6) if you have any questions or would like any additional information.

Sincerely,



John M. Gillies

Attachments

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## LEGAL WORK EXPERIENCE

**UNITED STATES DEPARTMENT OF JUSTICE**  
**CRIMINAL DIVISION, OFFICE OF INTERNATIONAL AFFAIRS (OIA)**  
 Washington, District of Columbia

***Associate Director***

September 2014 – Present

***Acting Associate Director***

March 2013 – September 2014

GS-15; TS/SCI Security Clearance

Manage team of attorneys and paralegals responsible for handling requests for assistance to and from U.S. federal and state prosecutors' offices and foreign governments, including requests for provisional arrest and extradition of fugitive defendants and requests for evidence pursuant to bilateral Mutual Legal Assistance Treaties (MLATs) and multilateral conventions involving countries in South America. Review and edit draft provisional arrest, extradition, and MLAT documents prior to execution and submission to foreign governments. Coordinate Department of Justice approval for sensitive, international law-enforcement operations. Prepare written briefing materials regarding law enforcement and policy matters involving Latin America for senior Department of Justice officials, including the Attorney General of the United States. Provide guidance to prosecutors and law enforcement agents on complex legal issues related to differences in United States and foreign legal systems. Review and provide OIA clearance on draft press releases involving extradited fugitives, proposed federal legislation, draft congressional testimony by U.S. government officials, and international policy papers. Draft responses to congressional inquiries, including letters from members of Congress and formal questions for the record from congressional oversight hearings.

- » From March 2013 through August 2015, served as Associate Director leading OIA team covering Mexico, Central America, and the Spanish-speaking Caribbean.
- » From October 2009 until September 2014, served on detail assignment to OIA from Organized Crime Drug Enforcement Task Forces (OCDETF) Executive Office.
- » In April 2013 and May 2014, served as coordinator and co-host (along with U.S. Department of State personnel) of biannual, bilateral meetings, known as the Fugitive Working Group in Washington, D.C., which were attended by senior representatives of the Mexican Attorney General's Office, the Mexican Foreign Ministry, the U.S. Department of State, and several federal law enforcement agencies such as the FBI, DEA, and the U.S. Marshals Service, to discuss and resolve key issues involving the apprehension and extradition of international fugitives and the synchronization of mutual legal assistance requests between the United States and Mexico.
- » In December 2013 and December 2014, traveled to Mexico City and led a delegation of U.S. Government officials to attend biannual, bilateral Fugitive Working Group meetings hosted by the Mexican government and attended by senior representatives of the Mexican Attorney General's Office, the Mexican Foreign Ministry, the U.S. Department of State, and several federal law enforcement agencies such as the FBI, DEA, and the U.S. Marshals Service.

***Trial Attorney***

October 2009 – February 2013

GS-15; TS Security Clearance

Drafted, reviewed, and edited documentation in support of U.S. requests to Mexico and Panama for provisional arrest and extradition of fugitive defendants and requests for evidence pursuant to bilateral MLATs and multilateral conventions. Advised federal and state prosecutors on issues involving international law. Coordinated Department of Justice approval for sensitive, international law-enforcement operations.

- » In summer 2011, served two temporary duty assignments at OIA office in U.S. Embassy, Mexico City, to assist Department of Justice Country Attaché with processing of provisional arrest and extradition requests and various administrative matters.
- » Department of Justice Special Achievement Award, 2012 & 2010.
- » Department of Justice Meritorious Award, 2011.



**UNITED STATES DEPARTMENT OF JUSTICE**  
**CRIMINAL DIVISION, NARCOTIC AND DANGEROUS DRUGS SECTION (NDDS)**  
Washington, District of Columbia

***Trial Attorney***

December 2008 – October 2009

GS-15; TS Security Clearance

Investigated and prosecuted international and domestic drug trafficking cases, including use of various investigative tools, including pen registers, trap-and-trace devices, and grand jury subpoenas and testimony. In coordination with OIA, prepared and submitted documents to foreign governments, including extradition requests and MLAT requests for evidence.

- » Served as associate prosecutor in one criminal jury trial in District of Nevada (February 2009).

**UNITED STATES DEPARTMENT OF JUSTICE**  
**CIVIL RIGHTS DIVISION, OFFICE OF THE ASSISTANT ATTORNEY GENERAL**  
Washington, District of Columbia

***Chief of Staff***

September 2007 – December 2008

GS-15; TS Security Clearance

Represented Acting Assistant Attorney General (AAG) of the Civil Rights Division at coordination meetings with leadership of other Department of Justice components. Assisted in preparation of Department witnesses scheduled to testify before Congress, including participation in moot hearing panels. Supervised and attended biweekly coordination meetings with leadership of the Civil Rights Division's Administrative Management Section, Criminal Section, and Professional Development Section. Briefed and advised Acting AAG on all criminal cases and matters, including punishment recommendations in capital cases, requests to open grand jury investigations, and requests for indictments. Represented Acting AAG in negotiation of employee grievances and disputes, including Equal Employment Opportunity complaints. Reviewed and provided clearance on all press releases from the Civil Rights Division's Criminal Section. Briefed and advised Acting AAG on written responses to congressional inquiries, including correspondence and questions for the record from oversight hearings. Served as senior editor of Civil Rights Division edition of the UNITED STATES ATTORNEY BULLETIN (September 2008).

- » Department of Justice Special Achievement Award, 2008.

***Counsel to the Assistant Attorney General***

October 2006 – August 2007

GS-15; TS Security Clearance

Briefed and advised AAG on various matters regarding the Americans with Disabilities Act (ADA), Equal Credit Opportunity Act, and Fair Housing Act. Assisted in preparation of Department of Justice witnesses scheduled to testify before Congress, including participation in moot hearing panels. Drafted responses to congressional inquiries, including letters from members of Congress and formal questions for the record from Congressional oversight hearings. Served as Civil Rights Division liaison and coordinator for document production pertaining to multiple investigations into Civil Rights Division employment practices by the Department's Office of Professional Responsibility and Office of Inspector General. Co-chaired Civil Rights Division hiring committee for Attorney General's Honors Program. Served as senior editor of Chapters One through Seven of the Disability Rights Section's ADA BEST PRACTICES TOOL KIT FOR STATE AND LOCAL GOVERNMENTS.

**UNITED STATES DEPARTMENT OF JUSTICE**  
**CRIMINAL DIVISION, NARCOTIC AND DANGEROUS DRUGS SECTION (NDDS)**  
Washington, District of Columbia

***Assistant Deputy Chief for Litigation***

June 2006 – October 2006

***Trial Attorney***

July 2005 – June 2006

GS-15; TS Security Clearance

Investigated and prosecuted international and domestic drug trafficking cases, including use of various investigative tools, including pen registers, trap-and-trace devices, and grand jury subpoenas and testimony. In coordination with OIA, prepared and submitted documents to foreign governments, including extradition requests and MLAT requests for evidence. In addition to responsibilities as an NDDS Trial Attorney, for five months in 2006, assisted Deputy Chief for Litigation with coordination of case assignments and administrative responsibilities. Reviewed various documents for approval recommendations, including indictments, motions, plea agreements, and attorney performance appraisals.

- » Served as lead prosecutor in one criminal jury trial in Middle District of Tennessee (December 2005)
- » Department of Justice Special Achievement Award, 2006.

**OFFICE OF THE HONORABLE SAXBY CHAMBLISS**  
**UNITED STATES SENATE (STATE OF GEORGIA)**  
Washington, District of Columbia

**Chief Legal Counsel**

April 2003 – July 2005

Advised the Senator on background, qualifications, and other issues involving pending executive and judicial nominees. Drafted and reviewed proposed federal legislation and amendments. Served as attorney liaison for the Senator in coordination meetings with staff of the Senate Committee on the Judiciary and the Senate Committee on Rules and Administration. Communicated with constituents and legislative advocates by telephone, written correspondence, and personal meetings.

- » In October & November 2004, worked as a volunteer election monitor in South Dakota for the National Republican Senatorial Committee.

**UNITED STATES DEPARTMENT OF JUSTICE**  
**UNITED STATES ATTORNEYS' OFFICES**

United States Attorney's Office, District of Nevada  
Las Vegas, Nevada

**Assistant United States Attorney**

June 2001 – April 2003

As prosecutor in the OCDETF Unit, investigated and prosecuted federal narcotics trafficking and firearms offenses; utilized Title III wiretaps, pen registers, trap-and-trace devices, grand jury subpoenas and testimony, and other investigative tools. Drafted and filed motions, responses, and appellate briefs.

- » Served as sole prosecutor in four criminal jury trials and lead prosecutor in two criminal jury trials.

United States Attorney's Office, Middle District of Georgia  
Albany, Georgia

**Assistant United States Attorney**

November 1998 – June 2001

As prosecutor in the General Crimes Division, investigated and prosecuted federal white collar and violent crime offenses, including carjacking (with death resulting), bank fraud, security fraud, and mail fraud; utilized grand jury and other investigative tools. Drafted and filed motions, responses, and appellate briefs.

- » Served as sole prosecutor in two criminal jury trials, lead prosecutor in one criminal jury trial, and associate prosecutor in one criminal jury trial.

**MELTON H. LITTLE, P.A.**  
Bradenton, Florida

**Associate**

December 1997 – October 1998

Litigated in private practice focusing on family law, personal injury claims and appeals. Drafted and filed motions, responses, and appellate briefs. *See, e.g., Ryan v. Rehberg*, 744 So. 2d 1132 (Fla. 2d DCA 1999) (court of appeal vacates order of circuit court, which had vacated original final judgment in favor of mother in paternity action, and reinstates original final judgment).

- » Served as sole counsel in one divorce trial (non-jury) and as associate counsel in one civil, personal injury jury trial.

**OFFICE OF THE STATE ATTORNEY, FLORIDA TWELFTH JUDICIAL CIRCUIT**  
Sarasota, Arcadia, and Venice, Florida

**Assistant State Attorney**

February 1995 – December 1997

Prosecuted various criminal cases, including charges of driving under the influence, domestic battery, disorderly conduct, child abuse, and wildlife violations. Drafted and filed motions, responses, and appellate briefs. Successfully defended on appeal a challenge to the constitutionality of Section 316.193, Florida Statutes, regarding the admissibility of alcohol breath results in driving under the influence cases. *See State v. Brigham*, 694 So. 2d 793 (Fla. 2d DCA 1997).

- » Served as lead or sole prosecutor in seventeen criminal jury trials and as associate prosecutor in four criminal jury trials.

**HOLLAND & KNIGHT**

Civil Litigation Department  
Tallahassee and Fort Lauderdale, Florida

**Associate**

August 1992 – February 1995

Worked in private practice focusing on commercial litigation and general issues of civil law. Drafted motions, responses, appellate briefs, and legal memoranda.

**THE HONORABLE GERALD BARD TJOFLAT**  
**CHIEF JUDGE, U.S. COURT OF APPEALS FOR THE ELEVENTH CIRCUIT**  
Jacksonville, Florida

***Judicial Law Clerk***

May 1991 – June 1992

Drafted opinions and bench memoranda for the Chief Judge's consideration. Reviewed and advised the Chief Judge on complaints of judicial misconduct filed against federal judges within the Eleventh Circuit.

## **BAR ADMISSIONS**

**State:** The Florida Bar  
State Bar of Georgia

**Federal:** Supreme Court of the United States  
U.S. Court of Appeals for the Ninth Circuit  
U.S. District Court for the Northern District of Florida  
U.S. District Court for the Middle District of Georgia  
U.S. District Court for the Northern District of Georgia

## **PUBLICATIONS**

Glenn Alexander, John M. Gillies, and James Faulkner, *Foreign Discovery Issues, Including Brady, Giglio, and Jencks Materials*, FEDERAL NARCOTICS PROSECUTIONS Ch. 38 (3d ed., U.S. Dep't of Justice, Office of Legal Educ., March 2011).

## **OTHER WORK EXPERIENCE**

**BARNETT BANK OF MANATEE COUNTY, N.A.**

Bradenton, Florida

***Commercial Loan Officer***

March 1986 – July 1988

Managed multi-million dollar commercial loan portfolio. Reviewed and analyzed businesses' financial statements and internal bank credit-evaluation memoranda in consideration of potential commercial loan extensions; presented proposed commercial loans to bank's loan committees. Conducted business-development and customer-maintenance calls.

***Management Associate***

May 1984 – March 1986

Cross-trained in several component departments of the bank, including credit analysis, loan review, loan collections, and commercial and consumer loan processing.

## **EDUCATION**

**UNIVERSITY OF FLORIDA**

Gainesville, Florida

**Juris Doctor**

May 1991

University of Florida College of Law

» Extracurricular Activities & Honors:

- Professor Jerold Israel

***Research Assistant***

January 1991 – May 1991

- FLORIDA LAW REVIEW

***Editor in Chief***

Summer & Fall 1990

**Bachelor of Science**

April 1984

University of Florida College of Business Administration



Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 4032-2017

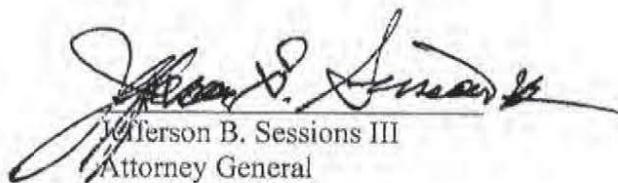
APPOINTING JOHN M. GILLIES AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint John M. Gillies as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

Date

10/16/17

  
Jefferson B. Sessions III  
Attorney General



**YVONNE SALINAS GONZALEZ**

(b)(6)

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**Current Position held since July, 2012**

**Criminal A.U.S.A., W.D.TX (El Paso, Texas)**

**U.S. Attorney Robert Pitman**

**General Crimes Unit**

**700 San Antonio Ave, El Paso, Texas**

(b)(6)

(b)(6) El Paso Office Chief

(b)(6) General Crimes Chief

(b)(6) General Crimes Deputy Chief

The U.S. Attorney's Office for the Western District of Texas, in El Paso, Texas services five international ports of entry and four permanent U.S. Border Patrol Checkpoints and as a consequence thereof handles all reactive drug and immigration violations stemming from those locations.

My responsibilities and duties as a Criminal Assistant U. S. Attorney are to enforce the federal criminal laws pertaining to immigration, controlled substance violations, Social Security fraud, firearms violations and all other crimes committed within our Nation's special maritime and territorial jurisdiction.

My duties begin with the investigation or arrest of a suspected criminal violator and continue through the presentment of criminal charges before a U.S. Magistrate Judge and/or a federal Grand Jury for the return of a criminal indictment. For the cases assigned to me, I am personally responsible for all preliminary matters and hearings pertaining to arrest warrants, search warrants, probable cause, detention and bond. Pre-trial hearings relevant to discovery, suppression and limine issues are some of the additional duties assigned to me in preparing a case for a jury or a bench trial. Other duties include resolving (literally) hundreds of cases through a negotiated plea agreement or a fast track plea. Sentencing hearings may also require research related to complex sentencing guideline issues.

My case assignments in El Paso, Texas are in a high volume context due to the reactive nature of the immigration related cases encountered along this U.S./Mexico border. I have over (100) one hundred cases assigned to me on a daily basis, of which (90%) ninety percent are reactive illegal reentries after removal cases.

My litigation experience in this office to date, has been as a second chair in three (3) felony jury trials resulting in convictions for drug trafficking, firearms violations and illegal reentry, respectively.

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**July, 2006 – July, 2012**

**Criminal Assistant District Attorney (Bexar County, Texas)**

**Bexar County District Attorney Susan Reed**

**Family Justice Victim Protection Unit**

**300 Dolorosa Street, San Antonio, Texas**

(b)(6)

(b)(6) Family Justice Victim Protection Unit Chief

**First Chair Felony Prosecutor, Family Justice Victim Protection Unit**

My responsibilities and duties as a Criminal Assistant District Attorney for Bexar County, Texas were to enforce the State of Texas' criminal laws pertaining to the Family Justice Victim Protection Unit, specifically the homicide, aggravated assault, and sex crimes statutes.

My duties were very similar to my current duties, which began with the investigation or arrest of a suspected criminal violator and continued through the presentment of criminal charges before a Magistrate Judge and/or a state Grand Jury for the return of a criminal indictment. For the cases assigned to me, I was personally responsible for all preliminary matters and hearings pertaining to arrest warrants, search warrants, probable cause, detention and bond. Pre-trial hearings relevant to discovery, suppression and limine issues were some of the additional duties assigned to me in preparing a case for a jury or a bench trial. Other duties included resolving (literally) hundreds of cases through negotiated plea agreements. Sentencing hearings and trials were also routine and at times required briefing on complex sentencing issues.

During my tenure with this office, I was assigned to three felony judicial district Courts that carried high volume dockets that efficiently moved hundreds of criminal cases through to plea bargain and/or trial. It was not uncommon to work evenings and weekends preparing for back-to-back trials. All three district court judges for Bexar County, Texas, 187<sup>th</sup> Judicial District Court Judge Raymond Angelini, 437<sup>th</sup> Judicial District Court Judge Lori Valenzuela, and 144<sup>th</sup> Judicial District Court Judge Kathy Torres Stahl are familiar with my professional work ethic as a prosecutor for the State of Texas and are available as references.

During my tenure at this office, I tried approximately thirty-six (36) jury trials as a first chair and an additional fifteen (15) trials as a second chair. The following is a list of ten of the most notable trials that I first chaired while at the Bexar County District Attorney's Office. I have included the style of each of these jury trials and the names of the defendant, defense counsel and presiding Judge.

- State of Texas vs Musheer Ali, in the 187<sup>th</sup> Judicial District Court, Judge Raymond Angelini presiding and defense counsel was Roderick Glass, which resulted in a conviction for Murder with a Life Sentence.

- State of Texas vs Charles Reese, in the 437<sup>th</sup> Judicial District Court, Judge Lori Valenzuela presiding and defense counsel was Charles Bunk, which resulted in a conviction for Murder with a Life Sentence.
  - State of Texas vs Roberto Sotelo, in the 144<sup>th</sup> Judicial District Court, Judge Kathy Torres presiding and defense counsel was Rafael Leal, which resulted in a conviction for Aggravated Assault with a Deadly Weapon.
  - State of Texas vs Mohammad Sinno, in the 187<sup>th</sup> Judicial District Court, Judge Raymond Angelini presiding and defense counsel was Stephen Foster, which was a serial rape trial that was terminated midway with the Court ordering a trial on the issue of competency. Defendant was committed indefinitely and subsequently pled not guilty by reason of insanity.
  - State of Texas vs Miguel Montenegro, in the 144<sup>th</sup> Judicial District Court, Judge Kathy Torres presiding and defense counsel was Joe Gonzalez, which resulted in a conviction for Indecency with a Child.
  - State of Texas vs Richard Earl Lozano, in the 187<sup>th</sup> Judicial District Court, Judge Raymond Angelini presiding and defense counsel was Eddie Garcia, which resulted in a conviction for Aggravated Assault with a Deadly Weapon.
  - State of Texas vs Roland R. Fernandez, in the 187<sup>th</sup> Judicial District Court, Judge Raymond Angelini presiding and defense counsel was Scott Mc Crum, which resulted in a conviction for Aggravated Sexual Assault.
  - State of Texas vs Emilio Cintron, in the 187<sup>th</sup> Judicial District Court, Judge Raymond Angelini presiding and defense counsel was Vincent Callahan, which resulted in a conviction for Aggravated Sexual Assault.
  - State of Texas vs Manuel Valdivia, in the 437<sup>th</sup> Judicial District Court, Judge Lori Valenzuela presiding and defense counsel was John Kuntz, which resulted in a conviction for Aggravated Sexual Assault.
  - State of Texas vs Gerald Barnet, in the 187<sup>th</sup> Judicial District Court, Judge George Godwin presiding and defense counsel was Ana Hessbrook, which resulted in a conviction for Aggravated Sexual Assault.
- 

**July, 1999 – 2005**

**Private Civil & Criminal Defense Practice**  
**Law Office of Yvonne Salinas Gonzalez**  
**1202 E. Del Mar Blvd, Laredo, Texas**

Civil Litigation Practice

My responsibilities and duties as a criminal defense attorney and civil litigator were to assure that my criminal clients' constitutional rights were protected and to enforce the federal and state civil laws pertaining to real estate, probate, bankruptcy, deceptive trade practices and family law issues relating to child custody and the division of marital estates along the U.S./Mexico border.

In my civil practice, I engaged in a high volume of depositions that assisted me in resolving complex legal and highly emotional issues prior to trial.

In my criminal cases, I engaged in preliminary and pretrial hearings related to detention, bond, discovery, suppression and limine issues. I also resolved court appointed criminal cases through negotiated plea agreements.

In both my civil and criminal practice, I worked with witnesses that were often paroled into the U.S. for the limited purpose of testifying at trial.

During this practice, I tried approximately four (4) bench trials as a first chair, and two (2) additional jury trials as a second chair related to bankruptcy ancillary proceedings, divorce and probate.

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#### July, 1992 - July, 1998

##### Criminal A.U.S.A., S.D.TX (Laredo, Texas)

Federal Building, Laredo, Texas

Immediate Supervisor: (b)(6) Former Chief of the South Texas Branch Offices  
Branch Chief & Supervisor: (Former) (b)(6) & (Current) (b)(6)  
(b)(6)

The U.S. Attorney's Office for the Southern District of Texas, in Laredo, Texas serviced five international ports of entry and two permanent U.S. Border Patrol Checkpoints and as a consequence thereof handled all reactive drug and immigration violations stemming from those locations.

My responsibilities and duties as a Criminal Assistant U. S. Attorney in Laredo, Texas were to enforce the federal criminal laws pertaining to immigration, controlled substance and firearms violations and Medicare fraud. Additionally **I trained hundreds of law enforcement officers in drug interdiction and a Colombian judiciary on our Nation's adversarial process. I served as the AUSA in charge of the Laredo, Texas office in 1995 and was recognized in a national conference on the issue of Medicare fraud investigations. I obtained Senior Litigation Counsel Status at this office.**

My duties as a criminal Assistant U.S. Attorney in Laredo, Texas mirrored my current duties with the U.S. Attorney's Office in El Paso, Texas. My duties began with the investigation or arrest of a suspected criminal violator and continued through the presentment of criminal charges before a U.S. Magistrate Judge and/or a federal Grand Jury for the return of a criminal indictment. For the cases assigned to me, I was personally responsible for all preliminary

matters and hearings pertaining to arrest warrants, search warrants, probable cause, detention and bond. Pre-trial hearings relevant to discovery, suppression and limine issues were some of the additional duties assigned to me in preparing a case for a jury or a bench trial. Other duties included resolving (literally) hundreds of cases through a negotiated plea agreement. Sentencing hearings often required research related to complex sentencing guideline issues.

My case assignments in Laredo, Texas were in a high volume context due to the reactive nature of the immigration and drug related cases encountered along this U.S./Mexico border.

During my tenure at this office, I first chaired an average of eight jury trials a year for a total of forty-eight (48) trials and an additional twelve (12) jury trials as a second chair. Notable prosecutions involved international drug trafficking organizations that distributed multiple tons of cocaine which lead to the seizure of multiple tons of cocaine and numerous warehouses along the Laredo /Houston corridor. Notable immigration fraud prosecutions included Mexican doctors whom were registered as midwives in the U.S. for the purpose of falsely registering hundreds of Mexican born infants as U.S. citizens, to defraud the U.S. of government funded benefits.

I was selected one of seven Assistant U.S. Attorneys to train a Colombian judiciary on our nations' adversarial system. I was also selected as the liaison between our local federal judiciary and the U.S. Attorney in 1995. I am proud to have worked with U.S. Attorneys (b)(6) (b)(6) District Court Judge George P. Kazen for the Southern District of Texas presided over the majority of my jury trials at this office and is personally familiar with my professional work ethic and is a reference herein.

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## 1989 – 1991

### **Assistant Criminal District Attorney**

**Webb County District Attorney Jose Rubio**

**Webb County Justice Center**

**1110 Victoria, Laredo, Texas**

Immediate Supervisor: District Attorney Jose Rubio

(b)(6)

### **Felony Prosecutor**

My responsibilities and duties as a Criminal Assistant District Attorney for Webb County, Texas were to enforce the State of Texas' criminal laws pertaining to homicides, aggravated assaults, burglaries, and sex crimes.

My duties mirrored those held with the Bexar County District Attorney's Office, which began with the investigation or arrest of a suspected criminal violator and continued through the presentment of criminal charges before a Magistrate Judge and/or a state Grand Jury for the return of a criminal indictment. For the cases assigned to me, I was personally responsible for all preliminary matters and hearings pertaining to arrest warrants, search warrants, probable cause, detention and bond. Pre-trial hearings relevant to discovery, suppression and limine issues were



some of the additional duties assigned to me in preparing a case for a jury or a bench trial. Other duties included resolving (literally) hundreds of cases through negotiated plea agreements. Sentencing hearings and trials were also routine and at times required briefing on complex sentencing issues.

During my tenure with this office, I was assigned to three felony judicial district Courts that carried high volume dockets that efficiently moved hundreds of criminal cases through to plea bargain and/or trial. It was not uncommon to work evenings and weekends preparing for back-to-back trials. All three district court judges for Webb County, Texas, 111<sup>th</sup> Judicial District Court Judge Raul Vasquez, 341<sup>st</sup> Judicial District Court Judge Elma Salinas-Ender, and 49<sup>th</sup> Judicial District Court Judge Manuel Flores are familiar with my professional work ethic as a prosecutor for the State of Texas and are available as references.

During my tenure at this office, I tried approximately twelve (12) jury trials, six (6) of which I first chaired.

My case assignments in this office were in a high volume context. Most notable cases included the Santo Nino Day Care Center prosecution where seven employees (director, two teachers, two a cook and bus driver) were indicted and successfully convicted of aggravated sexual assault of children ranging from two to six years of age. Separate jury trials resulted in the successful shut-down of this publicly funded day care. Most challenging issue was qualifying a two year old victim as competent to testify against her aggressor and doing so in the trial on the merits.

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## 1986 – 1988

### **Civil Practice, Zaffirini, Castillo, & Cuellar**

1400 Washington, Laredo, Texas

Immediate Supervisor: U.S. Congressman Henry Cuellar

(b)(6)

I was engaged in a civil litigation practice, where I second chaired three (3) jury trials.

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## 1984 – 1986

### **Civil Practice, Mann, Freed, Trevino & Hale**

Oil & Gas Practice, 1116 Calle Del Norte, Laredo, Texas

(b)(6)

Immediate Supervisor: (b)(6)

I was engaged in oil & gas research and aided in preparing civil cases for trial.



**Trinity University, B.A. 1980  
(Political Science & Business Minor)**

**St. Mary's University School of Law, J.D. 1983**

**Active Member of the Texas State Bar since 1984, Federal Bar since 1992, National Association of Assistant U.S. Attorneys, Federal Bar Association, Hispanic Federal Bar Association and the U.S. Court of Appeals (Fifth Circuit).**

**Fluent in Spanish**

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**References:**

**A.U.S.A.- In-Charge, Jose Luis Gonzalez, W.D.TX, El Paso Division, 700 E. San Antonio Ave, Suite 200, El Paso, Texas 79901, (915) 534-6884.**

**District Court Judge Raymond Angelini, 187<sup>th</sup> Judicial District for Bexar County, Texas, 300 Dolorosa, San Antonio, Texas (210) 335-2311.**

**District Court Judge Lori Valenzuela, 437<sup>th</sup> Judicial District for Bexar County, Texas, 300 Dolorosa, San Antonio, Texas (210) 335-2311.**

**(Former) District Court Judge Elma Salinas Ender, 341 Judicial District for Webb County, Texas, 1110 Victoria, Laredo, Texas (956) 523-4327.**

**Senior U.S. District Court Judge David Briones, W.D.TX, El Paso Division, Albert Almendariz, Sr U.S. Courthouse, 525 Magoffin Ave, El Paso, Texas, (915) 534-6749.**

**U.S. District Court Judge Frank Montalvo, W.D.TX, El Paso Division, Albert Almendariz, Sr U.S. Courthouse, 525 Magoffin Ave, El Paso, Texas, (915) 534-6600.**

**U.S. Magistrate Judge Robert Castaneda, W.D.TX, El Paso Division, Albert Almendariz, Sr U.S. Courthouse, 525 Magoffin Ave, El Paso, Texas, (915) 534-6028.**

**A.U.S.A. Mary Lou Castillo, S.D.TX, Laredo Division, Federal Building, Laredo, Texas (956) 723-6523.**

**A.U.S.A.-In-Charge, Jose Flores, S.D.TX, Laredo Division, Federal Building, Laredo, Texas (956) 723-6523.**

**A.U.S.A. Mary Ellen Smythe Kowalsky, S.D.TX, Laredo Division, Federal Building, Laredo, Texas (956) 723-6523.**

**U.S. Congressman Henry Cuellar, 615 E. Houston, San Antonio, Texas (210) 271-2851.**

**U.S. District Court Judge Marina Marmolejo, S.D.TX, Laredo Division, Federal Building, Laredo, Texas, (956) 726-2332.**



Office of the Attorney General  
Washington, D. C. 20530

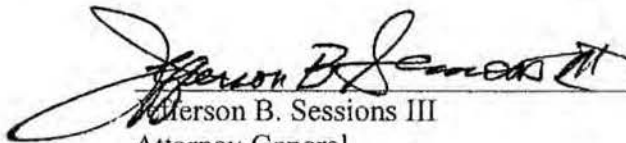
ORDER NO. 3972-2017

APPOINTING YVONNE S. GONZALEZ AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 14 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Yvonne S. Gonzalez as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 14 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

8/11/17  
Date

  
Jefferson B. Sessions III  
Attorney General

# CHRISTOPHER MOYLE GREER

LIEUTENANT COLONEL, U.S. MARINE CORPS

(b)(6)

(b)(6)

## SUMMARY

Highly accomplished and meticulously organized attorney with over twenty years' litigation experience, culminating in over four years' experience as a trial judge presiding over 200 complex felony and misdemeanor cases.

Extensive courtroom experience includes Supervisory Government Counsel and Supervisory Defense Counsel, prosecuting serious cases against military members, representing the United States at formal administrative hearings, defending servicemembers at both criminal trial and administrative hearings and presiding over some of the most serious and complex trials within the Department of the Navy.

Combining expert analysis, refined management skills, and a proven track record of improving organizational efficiency and effectiveness, veteran attorney seeks a second chapter of public service in judicial litigation and management.

## EXPERIENCE

### DEPUTY CHIEF TRIAL JUDGE

(June 2015 to present)

#### NAVY-MARINE CORPS TRIAL JUDICIARY

##### WASHINGTON D.C.

Presides over felony and misdemeanor trials, and manages the worldwide Navy-Marine Corps Trial Judiciary, providing military judges for all Department of the Navy courts-martial.

- Presides over bench and jury trials involving violent crimes, sexual assault, child sexual abuse and exploitation, drug distribution, and military specific crimes.
- Manages administrative and training requirements for 23 active duty trial judges and 18 reserve trial judges in seven circuits across the world.
- Developed and implemented comprehensive procedures, court rules and trial guides applicable across the Navy-Marine Corps Trial judiciary.

### TRIAL JUDGE, DEPUTY CIRCUIT JUDGE

(August 2013 to June 2015)

#### EASTERN JUDICIAL CIRCUIT, NAVY-MARINE CORPS TRIAL JUDICIARY

(June 2006 to July 2008)

##### CAMP LEJEUNE, NC

Presided over felony and misdemeanor trials, and managed one of the busiest judicial circuits in the Department of the Navy.

- Presided over 180 bench and jury trials involving violent crimes, sexual assault, child sexual abuse and exploitation, drug distribution, grand larceny, law of war violations, and military specific crimes.
- Managed court dockets for circuit spanning seven courtrooms at three separate bases--with four military judges and dozens of trial practitioners.
- Developed and implemented comprehensive training program for military trial practitioners, dedicated to substantive areas of military criminal law, practice and procedure.

### LEGAL ADVISOR, SUPERVISORY ATTORNEY

(July 2008 to August 2013)

#### MARINE CORPS AIR STATION, CHERRY POINT, NC

##### MARINE CORPS BASE, QUANTICO, VA

## **MARINE CORPS TRAINING AND EDUCATION COMMAND, QUANTICO, VA**

Primary legal advisor to Base Commanders at Cherry Point, NC and Quantico, VA and the Commanding General responsible for all Marine Corps training. Director of Quantico Law Center, VA.

- Supervised staff of up to 20 attorneys and 30 enlisted legal specialists.
- Provided all legal services for Marine Corps Base Quantico and the National Capital Region, approximately 7,000 personnel.
- Provided vital leadership, expertise and guidance on cases involving conspiracies, drug distribution, larceny, sexual assault, child sexual exploitation, aggravated assault, and law of war violations.
- Provided primary legal advice to Commanders in the areas of criminal justice, administrative law, employment law, government ethics, jurisdiction and international and operational law.

## **DEPUTY LEGAL ADVISOR, INTERNATIONAL LAW ATTORNEY**

(July 2003 to June 2006)

### **II MARINE EXPEDITIONARY FORCE**

#### **CAMP LEJEUNE, NC**

Deputy responsible for processing administrative law actions, criminal justice investigations and administrative investigations. Provided primary legal advice on international and operational law matters for deployed units.

- Reviewed and processed hundreds of administrative employment hearing records in support of 25,000 member unit.
- Deployed as international and operational law advisor to Afghanistan (2004) and Iraq (2005). Formulating rules of engagement and developing operational plans in support of combat operations.
- Routinely briefed senior officers and staff members on international and operational law issues including detainee operations, humanitarian law and military-civilian engagements.
- Supervised allotment of humanitarian funds to five Provincial Reconstruction Teams in Afghanistan resulting in hundreds of thousands of dollars in rural reconstruction projects such as bridges, road, schools and clinics.

## **SENIOR DEFENSE COUNSEL**

(Oct 1993 to May 2002)

### **CHIEF PROSECUTOR, PROSECUTOR**

#### **NAPLES, ITALY/TWENTYNINE PALMS, CA/OKINAWA, JAPAN**

Responsible for prosecuting and defending Marines and sailors in courts-martial and adverse administrative proceedings. Responsible for all aspects of trial preparation.

- Served as Prosecutor/Chief Prosecutor in Okinawa, Japan and Twentynine Palms, CA responsible for felony and misdemeanor cases arising from misconduct among 25,000 servicemembers stationed in Okinawa and 10,000 stationed in Twentynine Palms.
- Supervised 3 Defense Counsel in Twentynine Palms, CA defending servicemembers in courts-martial and administrative proceedings.
- Supervised Defense Counsel providing defense services to servicemembers throughout Europe and Southwest Asia.
- Routinely defended and prosecuted cases of sexual assault, aggravated assault, drug offenses and offenses against authority.

## **EDUCATION, CERTIFICATION AND LICENSING**

**Bachelor of Arts in German, *cum laude*, University of Utah, Salt lake City, Utah (1989)**

**Juris Doctor, S.J. Quinney College of Law, University of Utah, Salt lake City, Utah (1992)**

**L.L.M., Military Law, The Army Judge Advocate General's School, Charlottesville, Virginia (2003)**

**Certified as General Court-Martial Trial Judge, Judge Advocate General of the Army's Legal Center for Studies, Charlottesville, VA (2006, 2013)**



**Fellow, Seminar XXI (International Relations), Massachusetts Institute of Technology, Washington D.C. (2011-2012)**

**Judge Advocates Association, Outstanding Military Lawyer Career Service Award, (2011)**

**Certificate of Judicial Studies, General Jurisdiction Trial Skills, National Judicial College, Reno, Nevada (2014)**

**Security Clearance:** Top Secret Eligible

**Bar Admissions:** Licensed to practice in Utah

### **MEMBERSHIPS/OTHER QUALIFICATIONS**

(b)(6)

**Foreign Language:** German



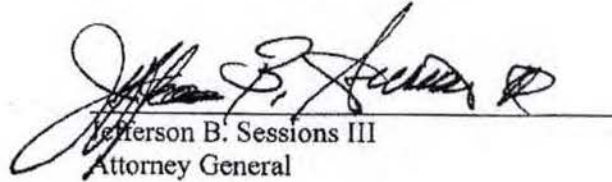
Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 4023-2017

APPOINTING CHRISTOPHER M. GREER AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Christopher M. Greer as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

11/8/17  
Date

  
Jefferson B. Sessions III  
Attorney General

Paul Michael Habich

(b)(6)

**Country of  
Citizenship:** United States

**Veterans'  
Preference:**

(b)(6)

**Highest Grade:** 14

**Work Experience:** **U.S. Department of Homeland Security/ICE** **06/2009 - Present**  
3250 North Pinal Parkway **Salary:** 114,330.00 USD Per Year  
1705 East Hanna Road, Eloy Arizona **Hours per week:** 40  
Florence, AZ 85132 US **Series:** 0905 **Pay Plan:** GS **Grade:** 14

**Assistant Chief Counsel: Full-Time** (This is a federal job)

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- National Security Law Section Designated Attorney, entrusted with handling complex removal proceedings involving terrorism-related charges of inadmissibility and removability.
- Represented the Department in thousands of detained removal and bond proceedings; including those hearings unique to the Ninth Circuit, such as Casas and Rodriguez custody redetermination hearing.
- Researched complex legal issues and filed more than thirty appeal briefs and oppositions to motions to reopen with the Board of Immigration Appeals.
- Drafted more than thirty United States citizenship memoranda addressing whether an alien acquired or derived citizenship through a parent under the various citizenship laws.
- Provided legal recommendations to the Office of Immigration Litigation on pending criminal cases and citizenship claims in United States District Court, as well as petitions for review before the Ninth Circuit Court of Appeals.
- Prepared legal analysis of Arizona Criminal Code and California's Penal and Health and Safety Codes statutes, as they pertain to inadmissibility and removability charges, based on current Board of Immigration Appeals, Ninth Circuit Court of Appeals, and the United States Supreme Court case law.
- Provided legal guidance to ICE Enforcement and Removal Operations at both the Eloy and Florence detention facilities with regard to the detention, removal, release, and initiation of removal proceedings against respondents.
- Provided legal guidance to ICE Homeland Security Investigations Special Agents in Arizona regarding the apprehension and detention of respondents in removal proceedings.
- Received an annual performance award from 2009 to present.

**Ryley, Carlock, and Applewhite, PA**  
One North Central Avenue Suite 1200

**02/2009 - 06/2009**  
**Salary:** 50.00 USD Per Hour

Suite 1200  
Phoenix, AZ 85004 US  
**Staff Attorney: Part-Time**  
**Supervisor:** (b)(6)

**Hours per week:** 20

**Okay to contact this Supervisor:** Yes

- Reviewed various documents related to pending civil cases in electronic form for the Document Control Group.

**Lathrop and Clark LLP**  
1 S PINCKNEY ST STE 410  
PO BOX 927  
Madison, WI 53701 US

**06/2008 - 02/2009**

**Salary:** 60,000.00 USD Per Year

**Hours per week:** 50

**Associate: Full-Time**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- Drafted various legal documents for clients, including franchise and operating agreements.
- Prepared and filed all necessary business organization documents with the appropriate State and Federal Agencies, on behalf of the firm's clients.
- Negotiated purchases and sales of commercial properties.
- Prepared employment-based immigration visa petitions.

**U.S. Marine Corps**  
3rd LAR Bn  
Box 788272  
Twentynine Palms, CA 92278 US

**06/1996 - 06/2000**

**Salary:** 30,000.00 USD Per Year

**Hours per week:** 60

**Sergeant: Active Duty**

- Section leader in a Light Armored Reconnaissance platoon, in charge of two Light Armored Vehicles and the direct supervision of fourteen infantry Marines.
- Provided quarterly performance reviews of fourteen infantry Marines, rating them in accordance with set proficiency and conduct guidelines and when necessary, counseling them on needed areas of improvement.
- Developed, organized, and executed training for thirty infantry Marines in conjunction with platoon to battalion-size operations; including classroom instruction on military-oriented topics, as well as the conduct of patrols, live-fire exercises and weapons maintenance.
- Awards: Meritorious Unit Commendation with one star; Certificate of Commendation; four Letters of Appreciation; Meritorious Mast; Good Conduct Medal; Sea service Deployment Ribbon; and Expert Rifle Badge.

**Education:**

**Arizona State University- Sandra Day O'Connor College of Law** Tempe, AZ US  
Professional 05/2008

**GPA:** 84.2 of a maximum 100

**Credits Earned:** 88 Semester hours

**Major:** Law

**Relevant Coursework, Licenses and Certifications:**

Pedrick Scholar, Spring 2007.

**University of Wisconsin-Madison** Madison, WI US

Bachelor's Degree 05/2004

**GPA:** 3.51 of a maximum 4.0

**Credits Earned:** 121 Semester hours

**Major:** History/Political Science

**Relevant Coursework, Licenses and Certifications:**

Dean's List- Spring 2001; Fall 2001; and Spring 2002.

**Job Related  
Training:**

- ICE/Office of the Principal Legal Adviser New Attorney Training; Sept/Oct 2009
- ICE/Office of the Principal Legal Adviser National Security Law Section Conference; July 2010
- ICE/Office of the Principal Legal Adviser Trial Advocacy Training; Aug 2010
- ICE/Office of the Principal Legal Adviser Immigration Litigation and Enforcement Law Training; July 2011
- ICE/Office of the Principal Legal Adviser Experienced Attorney Development Training; Sept 2012
- ICE/Office of the Principal Legal Adviser National Security Law Section Conference; August 2015

**Affiliations:**

**References:**

Name	Employer	Title	Phone	Email
(b)(6)	U.S. Dept. of Justice, EOIR	Immigration Judge	(b)(6)	
	U.S. Dept. of Justice, EOIR	Immigration Judge		
	U.S. Dept. of Justice, EOIR	Immigration Judge		
	U.S. Dept. of Justice, EOIR	Immigration Judge		
	U.S. Dept. of Homeland Security, ICE	Deputy Chief Counsel		

(\*) Indicates professional reference

**Additional  
Information:**

Admitted to Wisconsin Bar: October, 2008 to present.





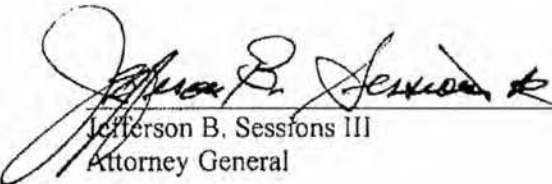
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4001-2017

APPOINTING PAUL M. HABICH AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Paul M. Habich as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

10/5/17  
Date

  
Jefferson B. Sessions III  
Attorney General

**Resume For Job Announcement Number: EOIR-16-1542764-JC**

**Job Title: Immigration Judge**

**Grade: IJ-0905-00**

**Location: San Diego, California Immigration Court**

**Full name: Catherine Elenna Halliday-Roberts**

**Address: (b)(6)**

**Phone: (b)(6)**

**Email address: (b)(6)**

**Social Security Number: (b)(6)**

**Country of Citizenship: United States**

**Highest Federal Civilian Grade Held: GS-0905-15, step 5, presently held**

## **PROFESSIONAL ORGANIZATIONS**

**State Bar of California**, member in good standing

11/02-present

**Federal Bar of the Central District of California**, member in good standing

## **EXPERIENCE**

**U.S. Immigration and Customs Enforcement, Office of Chief Counsel, San Diego, California**

**Deputy Chief Counsel**

12/08-present

Run the El Centro and East Mesa sub-offices, including supervision of 6 attorneys and 3 support staff; also served as Acting Chief for two-month transitional period in Winter 2013, responsible for entire San Diego area

Supervise the Human Rights and Worksite Enforcement Teams

Advise and train client agencies and employees on removal proceedings and alternatives, enforcement priorities, and claims to U.S. citizenship

Coordinate with attorneys from the Department of Justice on litigation of cases before the federal courts

Collaborate with the Immigration Courts to efficiently process removal proceedings, with a focus on detained cases

Supervised employees detailed to headquarters to review long-term detention cases and participated on related panel

Presented on an alternatives to removal proceedings panel at Experienced Attorney Development Training

**U.S. Immigration and Customs Enforcement, Office of Chief Counsel, Los Angeles and Lancaster (sub-office), California**

**Assistant Chief Counsel**

9/02-12/08

Represented the United States in litigation before the Executive Office of Immigration Review and the Board of Immigration Appeals, including cases involving national security issues

**United States District Court for the Northern District of Indiana, Hammond, Indiana**

**Federal Judicial Extern**

8/01-5/02

Drafted opinions for cases involving Title IV, the Individuals with Disabilities in Education Act and social security benefits

**United States Department of Justice Honors Program, Immigration and Naturalization Service, Washington, D.C.**

**Summer Law Intern**

5/01-8/01

Drafted congressional testimony, legal opinions, and briefs for the National Security and Appellate Divisions

Represented the Department before the Executive Office of Immigration Review in an Asylum proceeding

## **EDUCATION**

**Valparaiso University School of Law, Valparaiso, Indiana**

Juris Doctorate degree, Summa Cum Laude, 4 of 119

9/99-5/02

**Cemanahuac Educational Community, Cuernavaca, México**

Spanish Immersion Program, Rural Studies in Buenavista de Cuellar

6/98-8/98

**University of Dayton, Dayton, Ohio**

Bachelor of Arts degree, Cum Laude, Majors - International Studies & Spanish

8/94-5/98

## **ACTIVITIES AND ACCOMPLISHMENTS**

**DHS Partner Award for Extraordinary Performance of Duties and Achievement of Special Accomplishments that Enhance the Mission of ICE**

**Burton Award for Legal Achievement, 2002 Law Student Award Winner for Excellence in Legal Writing**

DOJ-EOIR-16-0703-D-000144

**Valparaiso University Law Review**, Executive Managing Editor

**Valparaiso University Moot Court Society**, Senior Member

**Valparaiso University School of Law Honors Program**, Full Tuition plus living stipend Scholarship Recipient

## **PUBLICATIONS**

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Building a Common Frontier or Deconstructing National Identity?: An Analysis of the Effort to Centralize Control of Third Country Immigration in the European Union, 9 ILSA J. INT'L & COMP. L. 501 (2003).

Student Note, An Analysis of the Application of Federal Immigration Law on the Northern and Southern Borders of the United States, 36 Val. U. L. Rev. 181 (2001).



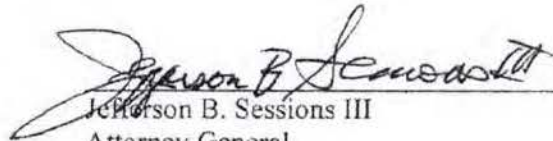
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3982-2017

APPOINTING CATHERINE HALLIDAY-ROBERTS AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Catherine Halliday-Roberts as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

9/18/17  
Date

  
Jefferson B. Sessions III  
Attorney General

US Dept of Justice  
Exec Ofc for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike Suite 2300  
Washington, DC 20530  
US

General Eric Holder, Attorney General  
Hon Juan Osuna, Director EOIR  
Hon. Print Maggard, Acting Chief Immigration Judge

Enclosed please find my application for the position of Immigration Judge. As you will see from the various components of my application, I have the necessary temperament to serve as an immigration judge, knowledge of judicial practices and procedures, substantial litigation experience both as an attorney and as a judge, experience handling complex legal issues, experiences conducting administrative hearings, and a demonstrated commitment to learning new areas of the law, mastering them, and being recognized by my peers.

I welcome the opportunity to speak further regarding my interest in filling this vacancy. Please do not hesitate to contact me at either of the phone numbers listed on my resume, (b)(6) or (b)(6) or by email at (b)(6)

Sincerely,

Katherine Hansen



Katherine L . Hansen

(b)(6)

### **Employment History**

Judge, 36th District Court, 421 Madison Detroit, MI 48226

April 23, 2004-Current; full time

Appointed by Governor Jennifer M. Granholm (D) to a partial term, and elected and re-elected by the People of the City of Detroit to successive six-year terms. Assigned on a rotating basis to criminal, misdemeanor, traffic, landlord tenant, and civil dockets. Hear, read, and decide pretrial motions; preside over bench and jury trials including ruling on evidentiary motions, admitting evidence, and ensuring full, fair, and complete hearings in accordance with the Michigan Court Rules, Michigan Rules of Evidence, statutes and case law; issue oral and written decisions; conduct post-judgment proceedings; research rules, statutes, and case law. One of two judges presiding in Street Outreach Court - Detroit [SOC-D], one of approximately 50 homeless courts in the country. Presiding Judge in Community Court, the only Community Court in Michigan. 36th District Court Judicial Member of Wayne County Criminal Advocacy Program, the program which manages the mandatory continuing legal education of felony court-appointed counsel.

Assistant Attorney General, 3030 W Grand Blvd, #10-200, Detroit, MI 48202; Former supervisor: (b)(6)

January 10, 2000-April 22, 2004; full time

Assigned to the Children and Youth Services Division, the Department of the Michigan Attorney General's heaviest trial division. Litigated child abuse and neglect cases as the moving party, including termination of parental rights, before both bench and jury. Sole attorney assigned to manage a courtroom caseload of 125-150 ongoing cases, increasingly including more complicated cases. Wrote appellate briefs; all cases decided favorably to the client agency. Counseled client regarding due process, statutes, procedure, and federal regulations. Coordinated an in-office continuing legal education program for fellow division Assistant Attorneys General. Supervised law clerk. Recipient Attorney General's "Rookie of the Year" award.

Member, Michigan Employment Security Board of Review, (entity known now as the Michigan Compensation Appellate Commission), 611 W Ottawa St Fl 4, Lansing, MI 48933; Former supervisor is now retired, but can be contacted: (b)(6)

January 1, 1993-December 31, 1999; full time

Appointed by Governor John Engler (R) to a partial term, and reappointed to a full term. Decided unemployment benefit and unemployment tax rate cases in accordance with Administrative Procedures Act and relevant state and federal statutes. Reviewed case files, records, appeal briefs, and motions. Wrote opinions and edited opinions which had been drafted by staff attorneys. Helped facilitate an increase in the timeliness of decision issuing. Elected annually to the National Association of Unemployment Insurance Appellate Boards (NAUIAB) Board of Governors, 1995-1999.

Intern, United Automobile Workers (UAW) Unemployment Insurance Clinic, 8000 E Jefferson, Detroit, MI 48214

November 1991-December 31, 1992; full time; Former non-attorney supervisor is now deceased, and former attorney supervisor is employed elsewhere: (b)(6)  
(b)(6)

Represented claimants in unemployment insurance benefit hearings and before the Michigan Employment Security Board of Review. Counseled clients.

### **Admissions to the Bar**

Michigan, November 1991

Eastern District of Michigan, November 1991

United States Supreme Court, April 1997

### **Education**

Wayne State University School of Law LLM 1997

Drake University School of Law JD 1991

Morningside College BA 1986

### **Selected teaching experience**

University of Michigan School of Law

Criminal Appellate Practice Clinic

Guest Presenter; Oral Argument Panelist: course instructor: Valerie Newman

Fall 2011, 2013, 2014

National Judicial College

Unemployment Insurance

Group Leader, Co-Instructor, Instructor

1997–99, 2005-2006

### **Professional Memberships and Affiliations**

Michigan State Bar Association 1991-current (23+ years licensed, legal experience, all in good-standing)

Committee Member, Judicial Council 2010-current

Committee Member, Criminal Issues Initiative 2010-current

Committee Member, Standing Committee on Domestic Violence 2004-2010

Council Member, Administrative Law Section 1999-2001

Committee Member, Civil Liberties Committee 1999-2004

Michigan State Bar Foundation Fellow, 2014-current

Association of Black Judges of Michigan, 2004-current

Secretary 2014-2015

Member, Board of Directors 2015-current

National Association of Women Judges, 2008-current; life member

District 7 Director 2010-2012; 2014-2016

Fairness and Access Committee Member 2009-2010, 2013-current

Tribal Outreach Subcommittee Member 2013-current; Chair, March 2014-current

Women in Prison Committee Member 2013-current

Michigan District Judges Association, 2008-current

Committee Co-Chair, Conference Planning 2010-2012

Treasurer 2012-2013; Secretary 2013-2014; Vice President 2014-2015;

President-elect 2015-current

Wayne County District Judges Association, 2006-current

President 2012-2013

American Bar Association, 1991-current

Presidential Appointee to Commission on Homelessness and Poverty, August 2014-current

Black Women Lawyers Association of Michigan 2010-current

Detroit Metropolitan Bar Association, 2004-current

Member, Board of Directors, 2010-current

Detroit Metropolitan Bar Association Foundation Fellow, 2011-current

Hispanic Bar Association 2010-current

National Association of Women Lawyers, 1989-current; life member

Women Lawyers Association of Michigan, Wayne Region, 1999-current

Wolverine Bar Association 2004-current



Office of the Attorney General  
Washington, D. C. 20530

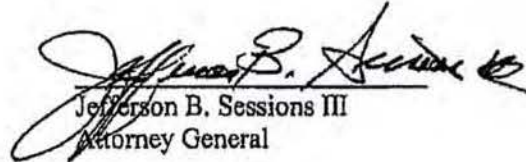
ORDER NO. 3931-2017

APPOINTING KATHERINE L. HANSEN AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Katherine L. Hansen as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/30/17  
Date

  
Jefferson B. Sessions III  
Attorney General

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**MINDY E. HOEPPNER**

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November 20, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041 United States

**RE: Application for Immigration Judge - IJ-0905-00 - Multiple Locations**

To Whom It May Concern:

This letter serves as my expression of interest in the position of Immigration Judge. I have worked exclusively in the field of immigration law for the past fifteen years. I have extensive experience on both sides of the law, having served as an immigration defense attorney and government counsel. I have appeared before the Executive Office for Immigration Review on thousands of occasions over the past fifteen years. I believe I am uniquely qualified for this position based on the breadth and depth of my experience in immigration law and because I possess the necessary judicial temperament.

I meet the necessary requirements and qualifications for the position. I am a United States citizen. I earned a Juris Doctorate from the University of Iowa College of Law in 1995. I have been an active and licensed member of the Colorado bar since May 1996. I have practiced as an attorney, post-bar, for fifteen years. I have attached the following requested documentation: a resume documenting seven years of legal experience post-bar admission, a document addressing the Quality Ranking Factors, a writing sample which demonstrates my ability to author legal documents, five letters of reference, a copy of my most recent performance appraisal, and my latest SF-50, Notification of Personnel Action. If you have any questions or require further documentation, do not hesitate to contact me.

Sincerely,

Mindy E. Hoeppner

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(b)(6)





**Mindy Elizabeth Hoepfner**

(b)(6)

**AVAILABILITY:**

**Job Type:** Permanent

**Work schedule:** Full-time

**WORK EXPERIENCE:**

**U.S. Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Chief Counsel, Denver, Colorado (Salt Lake City, Utah sub-office)**

2975 Decker Lake Drive, Stop C

West Valley City, Utah 84119 United States

**10/2005 - Present (Full-time employment)**

**Salary:** \$118,000.00 USD per year

**Hours per week:** 45

**Series:** 0905 **Pay Plan:** GS **Grade:** 14-7

**Supervisor:** (b)(6)

**Okay to contact:** Contact me first

**Position:** Assistant Chief Counsel (Federal position)

**Clearance level:** Secret

**Duties, Accomplishments and Related Skills:**

Daily representation of the U.S. Department of Homeland Security, U.S. Immigration and Customs Enforcement before the Executive Office for Immigration Review as lead counsel in removal proceedings in bond, master calendar, and individual hearings involving various applications for relief to include adjustment of status, cancellation of removal, asylum-related relief, and waivers. Routine representation of the U.S. Department of Homeland Security before the Board of Immigration Appeals in motions and appellate practice. Collateral duties include serving as the designated local attorney for cases involving human rights law, juveniles, battered immigrants and crime victims, as well as determining the immigration consequence of convictions under state law, providing review and comment on proposed nationwide guidance, mentoring new attorneys, ferreting out and addressing fraud, and conducting field training on various legal issues.

**The Law Firm of Mindy E. Hoepfner, P.C.**

11381 Sun Prairie Court

Parker, Colorado 80138 United States

**11/2004 - 10/2005 (Full-time employment)**

**Salary:** \$50,000.00 USD per year  
**Hours per week:** 55  
**Supervisor:** Self-employed  
**Okay to contact:** Yes  
**Position:** Immigration defense attorney

**Duties, Accomplishments and Related Skills:**

Solo practitioner focused on complex removal defense, contested family-based applications, and representation of detained, criminal, and/or battered aliens. Daily representation of clients as lead counsel before the Executive Office for Immigration Review in removal proceedings in bond, master calendar, and individual hearings involving applications for relief to include adjustment of status, cancellation of removal, asylum-related relief, and waivers. Routine appellate and motions practice before the Board of Immigration Appeals. Represented clients before the U.S. Citizenship and Immigration Services on applications for relief to include adjustment of status and waivers. Provided community-based legal training on complex removal defense and battered aliens.

**Lichter & Associates, P.C.**

1601 Vine Street  
Denver, Colorado 80206 United States  
**05/2002 - 11/2004 (Full-time employment)**  
**Salary:** 75,000.00 USD per year  
**Hours per week:** 50  
**Supervisor:** (b)(6)  
**Okay to contact:** Yes  
**Position:** Immigration defense attorney

**Duties, Accomplishments and Related Skills:**

Practice focused on complex removal defense, contested family-based applications, and representation of detained, criminal, and/or battered aliens. Daily representation of clients as lead counsel before the Executive Office for Immigration Review in removal proceedings in bond, master calendar, and individual hearings involving applications for relief to include adjustment of status, cancellation of removal, asylum-related relief, and waivers. Routine appellate and motions practice before the Board of Immigration Appeals. Routine representation of clients before the U.S. Citizenship and Immigration Services on applications for adjustment of status and waivers. Provided community-based legal training on complex removal defense. Provided community-based and nationwide legal training on battered aliens.

**VOLUNTEER EXPERIENCE:**

**Rocky Mountain Immigrant Advocacy Network**

3489 W 72<sup>nd</sup> Avenue, Suite 211  
Westminster, Colorado 80030 United States  
**05/2002 - 10/2005 (Part-time volunteer)**

**Supervisor:** (b)(6)

**Okay to contact:** Yes

**Position:** Volunteer pro bono immigration defense attorney

Volunteer attorney for non-profit organization dedicated to providing pro bono representation to detained aliens in removal proceedings. Conducted client interviews to determine eligibility for bond and/or relief. Represented detained clients as lead counsel before the Executive Office for Immigration Review in bond, master calendar, and individual hearings involving applications for relief to include adjustment of status, cancellation of removal, asylum-related relief, and waivers.

**Justice Information Center**

1600 Downing Street, Suite 500

Denver, Colorado 80218 United States

**07/2003 - 08/2004 (Part-time volunteer)**

**Supervisor:** (b)(6)

**Okay to contact:** Yes

**Position:** Volunteer pro bono immigration defense attorney

Temporary volunteer staff attorney for non-profit organization dedicated to providing pro bono representation to juveniles and/or battered immigrants. Conducted client intake interviews to determine eligibility for relief, prepared and filed applications for relief before the U.S. Citizenship and Immigration Services and the Executive Office for Immigration Review. Occasional representation of clients as lead counsel before the Executive Office for Immigration Review in removal proceedings in master calendar and individual hearings on applications for relief to include adjustment of status, cancellation of removal, asylum-related relief, waivers, and petitions under the Violence Against Women Act (VAWA).

**EDUCATION:**

**The University of Iowa College of Law**

280 Boyd Law Building

Iowa City, Iowa 52242 United States

**Juris Doctorate 12/1995**

**The University of Iowa**

101 Jessup Hall

Iowa City, Iowa 52242 United States

**Bachelor's Degree 08/1992**

**Major:** Sociology

**LICENSURE:**

Active and licensed member of the Colorado bar since May 1996

## **HONORS & ACTIVITIES:**

- U.S. Department of Homeland Security Cash Award (2014, 2013, 2010, 2008, 2007, 2006)
- Colorado American Immigration Lawyers Association Executive Committee, Vice President, 2005
- Colorado American Immigration Lawyers Association Executive Committee, Treasurer, 2004-2005
- Chairperson of the Colorado American Immigration Lawyers Association-U.S. Immigration and Customs Enforcement Liaison Committee, 2004-2005
- Colorado Taskforce on Unaccompanied Immigrant Children, 2003-2005
- Volunteer Immigration Attorney, Colorado Channel 9 News Lawline 9, 2003
- Finalist, Trial Advocacy Competition, the University of Iowa College of Law
- Member of the University of Iowa College of Law American Bar Association Competition Trial Team
- Semi-Finalist, the University of Iowa College of Law Moot Court Competition

## **SPEAKING ENGAGEMENTS:**

- Immigration Consequences of Criminal Behavior, Utah State Prosecutors, 2008
- Alternative Forms of Removal, U.S. Immigration and Customs Enforcement, Enforcement and Removal Operations Field Training, 2008
- Immigration Consequences of Domestic Violence, Utah State Prosecutors, 2007
- Mock Trial Training, Joint effort by the Executive Office for Immigration Review-American Immigration Lawyers Association-U.S. Department of Homeland Security, 2007
- Special Immigrant Juveniles, Colorado Juvenile Court, 2005
- Defending Aliens in Immigration Proceedings, Colorado Continuing Legal Education, 2004
- Mail Order Marriages, Colorado Channel 9 News, 2003
- Defending Aliens in Immigration Proceedings, Colorado Continuing Legal Education, 2003
- Violence Against Women Act Panelist, American Immigration Lawyers Association National Conference, 2003
- Working with Battered Immigrants, Colorado, May 2003
- Immigration Options for Crime Victims, Colorado, May 2003



Office of the Attorney General  
Washington, D. C. 20530

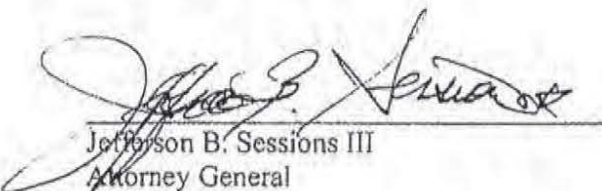
ORDER NO. 4042-2017

APPOINTING MINDY HOEPPNER AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 14 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Mindy Hoeppner as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 14 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

12/8/17  
Date

  
Jefferson B. Sessions III  
Attorney General



(b)(6)

November 15, 2015

VIA ONLINE / USAJOBS

U.S. Department of Justice  
Executive Office of Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Washington, DC 20530

**RE: Immigration Judge, San Francisco  
Executive Office of Immigration Review  
Job Announcement # EOIR-16-1542767-JC**

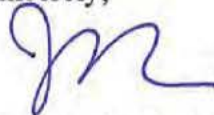
Dear Office of Human Resources:

I believe the San Francisco Immigration Judge position is the next step in my career pursuing justice and equality for all persons. After many years of providing direct legal representation to clients in all immigration matters, I am now looking for an opportunity to use my skills and experience in a new and meaningful way. I am proud of my reputation as an honest, ethical, knowledgeable, professional and courteous immigration attorney. I have a record of handling complex immigration matters and believe I can contribute to the Executive Office of Immigration Review's mission to adjudicate immigration cases by fairly, expeditiously, and uniformly interpreting and administering the Nation's immigration laws.

Throughout my career I have worked tremendously hard to succeed. I worked during the day to put myself through law school at night. I took a temporary research position at a well respected law firm to gain necessary legal skills before assuming my role as an immigration lawyer. I accepted a management position at a large immigration law firm while keeping a full case load and serving on the board of a nonprofit organization. I left a secure position and co-founded a small law firm because I believe all persons, regardless of immigration status, are entitled to professional effective legal representation. All of this I have achieved without losing my good nature and ability to smile at work. I now look forward to bringing my record of hard work, professionalism and commitment to justice to the San Francisco Immigration Court.

Thank you for your consideration and I look forward to discussing this matter further.

Sincerely,



Jeremiah Johnson

---

**PROFESSIONAL EXPERIENCE**

**Johnson & McDermid, LLP, San Francisco, California**

Co-Founder / Managing Partner, March 2011 – Present

- Represented clients in complex matters of immigration law. Practice focused on immigration litigation including removal defense, bond hearings, family reunification, and asylum. Regular appearances before detained and non-detained Immigration Courts.
- Federal litigation experience including Federal Tort Claims Act litigation.
- Extensive experience with immigration appeals and motions before the Board of Immigration Appeals and the Circuit Court of Appeals.
- Managing Partner of Johnson & McDermid.

**Reeves & Associates APLC, San Francisco, California**

Managing Attorney / Partner, July 2005 – March 2011

- Represented clients in all matters of immigration law in one of the largest full service immigration law firms in the country.
- Federal litigation experience including class counsel for nationwide class action lawsuit challenging the interpretation and application of the Child Status Protection Act.
- Managing Attorney of the San Francisco office of Reeves & Associates.
- Regular contributor to the firm's immigration news articles and publications.

**Law Offices of Shawn Sedaghat, Los Angeles, California**

Attorney, July 2004 – July 2005

- Represented clients before the Immigration Court, the Board of Immigration Appeals and the Ninth Circuit Court of Appeals.
- Represented detained clients in bond and removal proceedings.
- Filed motions to reopen before the Executive Office of Immigration Review.
- Researched and advised clients on immigration consequences of criminal offenses.

**Van Der Hout, Brigagliano & Nightingale, LLP, San Francisco, California**

Law Clerk / Research Attorney, November 2003 – May 2004

- Researched and drafted motions, legal briefs, declarations and memorandums of law regarding immigration and criminal law including habeas research.
- Researched all areas of immigration law for office attorneys and prepared for hearings including arguments before the Ninth Circuit Court of Appeals.

**World Affairs Council of Northern California, San Francisco, California**

Membership Coordinator / Consultant, April 2000 – November 2003

- Managed the membership of a large nonprofit organization. Analyzed membership and marketing data and established accurate and reliable reporting methods.

**The Virginia Interfaith Center for Public Policy, Richmond, Virginia**

Administrative Coordinator, September 1997 - August 1999

- Provided support for the Center's work with State government including the Center's advocacy efforts.

## **PUBLISHED DECISIONS**

- *Cuellar de Osorio v. Mayorkas*, 656 F. 3d 954 (9<sup>th</sup> Cir. 2011), overruled by *De Osorio v. Mayorkas*, 695 F. 3d 1003 (9<sup>th</sup> Cir. 2012) (*en banc*), rev *Scialabba v. Cuellar de Osorio*, 573 U.S. \_\_\_\_ (2014) (interpretation of the Child Status Protection Act).
- *Vasquez v. Holder*, 602 F. 3d 1003 (9<sup>th</sup> Cir. 2010) (when conditional residence status terminated on the basis of marriage fraud, the alien is eligible to apply for a waiver).

## **MEMBERSHIP AND ACTIVITIES**

- California State Bar
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Northern District of California
- U.S. District Court for the Central District of California
- Human Rights Advocates, Board of Directors
- Ninth Circuit Court of Appeals Pro Bono Project
- American Immigration Lawyers Association
- The National Immigration Project of the National Lawyers Guild
- Lawyers Committee for Civil Rights, Pro Bono Asylum Mentor
- Bar Association of San Francisco Volunteer Immigration Program

## **INTERNATIONAL LAW AND JUSTICE**

### **United Nations Commission on the Status of Women, 2003, 2012, 2013**

- Represented Human Rights Advocates at the Commission on the Status of Women addressing trafficking in persons, food security and violence against women.

### **United Nations Committee on the Elimination of Racial Discrimination, 2009**

- Co-authored a shadow report to the CERD review of the United States addressing racial discrimination in context of immigration policy, ICE raids and immigration detention.

### **United Nations Commission on Sustainable Development, 2005**

- Represented Human Rights Advocates at the Commission on Sustainable Development addressing the right to water.

### **Center for Law and Global Justice, Phnom Penh, Cambodia, 2002**

- Provided legal analysis and advice to the Royal Government of Cambodia, Ministry of Environment, including drafting legislation and administrative procedures.

## **EDUCATION**

### **University of San Francisco School of Law, San Francisco, California.**

Juris Doctor, 2003

- Worked full time while attending law school at night
- International and Comparative Law Certificate
- CALI Excellence for the Future Award for Role of Law in International Development
- USF Human Rights Clinic, Frank C. Newman Intern

### **Randolph Macon College, Ashland, Virginia.**

Bachelor of Arts, Sociology, 1996

DOJ-EOIR-18-0703-D-000160



Office of the Attorney General  
Washington, D.C. 20530

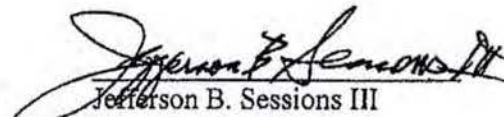
ORDER NO. 3971-2017

APPOINTING JEREMIAH JOHNSON AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jeremiah Johnson as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

8/9/17  
Date

  
Jefferson B. Sessions III  
Attorney General

## Cynthia Gaona

(b)(6)

A large black rectangular redaction box covers the majority of the page content below the name and date.

November 16, 2015

US Department of Justice  
Executive Office for Immigration Review  
5107 Leesburg  
Falls Church, VA 22041

Dear Mr. Osuna:

Please find attached my application for the Immigration Judge Position. I have also attached my resume.

As indicated, all of my previous positions as an Assistant Attorney General and Chief of Staff emphasize my work in public service. The ideal of serving the public has been the cornerstone of what I have always hoped to accomplish in my legal career. The position of Judge in the Immigration Court will allow me to continue to provide public service to all of the citizens of the United States.

My deep concern for the welfare of all people, regardless of their personal status within the community, is what drives me to seek this position. As judge, I will ensure that the cases I handle, will be for the betterment of all involved. I will thoughtfully and conscientiously apply the law in a manner which will provide for the public good. I will seek innovative solutions to the problems facing the parties appearing before me in court. I hope you allow me the opportunity to continue my goal of providing public service as an Immigration Judge.

I look forward to meeting with you and I am available at your convenience should you choose me for an interview.

Sincerely,

Cynthia Lafuente-Gaona  
Attorney at Law



## Cynthia Lafuente-Gaona

(b)(6)

### Employment History

**U.S. House of Representatives – Congressman Henry Cuellar (TX-28) 2011 - Current**

***Chief of Staff/Counsel – San Antonio, TX***

- Serve as Member's primary policy advisor
- Manage and direct Member's Washington, D.C. and four district offices (17 full-time employees)
- Serve as Member's chief surrogate at various meetings and events throughout district and Washington, D.C.
- Responsible for interviewing, hiring and training of employees (includes oversight of all personnel matters)
- Maintain primary oversight of the office budget
- Manage Member's long-term legislative plan
- Conduct weekly staff meetings
- Coordinate and supervise media, community outreach and constituent service activity
- Serve as a facilitator between the Member, constituent and corresponding federal agencies
- Work with member on maintaining immigration and homeland security legislative portfolio
- Correspond with the United States Citizenship and Immigration Service on various constituent-related and legislative matters
- Maintain a flexible schedule (business hours, nights and weekends)

**U.S. House of Representatives – Congressman Henry Cuellar (TX-28) 2005-2010**

***Deputy Chief of Staff/Counsel – San Antonio, TX***

- Managed Washington, D.C. and five district offices
- Served as liaison for Member in constituent matters
- Prepared press releases and coordinated press conferences
- Collected, compiled and organized data to develop legislative portfolio
- Prepared bill analyses, amendments, bill folders and committee packets

**Law Offices of Robert Gaona & Associates**

**2005-2014**

***Sole Practitioner – San Antonio, TX***

- Prepared appropriate petition and motions for civil cases in District Court
- Represented clients in matters of divorce, child support, and child abuse and neglect proceedings

**State of Texas – Attorney General**

**1998-2004**

***Assistant Attorney General – San Antonio, TX***

- Served as unit legal counsel
- Prepared legal documents, determined appropriateness of legal actions, prepared cases for court hearings
- Represented the Office of the Attorney General in District Court to establish the parent/child relationship between children and their biological parents
- Represented the State of Texas in Bankruptcy proceedings

### Education/Credentials

**University of Texas – Austin, TX**

**1991**

***Bachelor of Arts – Government***

**Texas Wesleyan School of Law – Fort Worth, TX**

**1998**

***Doctor of Jurisprudence***

### Technical Skills/Qualifications

- Knowledge of Microsoft Office programs to include Word, Excel, and Power Point
- Proficient with Lexis-Nexis, THOMAS, Congressional Research Service, Fireside 21 CRM
- Strong written and verbal communication skills
- Work well both independently and within a team

**Associations and Accomplishments**

- Licensed in the State of Texas, 1998
- Licensed in the Western District of Texas, 2002
- Licensed in the Southern District of Texas, 2006
- Licensed in the United States Supreme Court, 2007
- Member, Federal Bar Association
- Member, Texas Young Lawyers
- Member, San Antonio Bar Association

**References**

Available upon request



## Office of the Attorney General

Washington, D.C. 20530

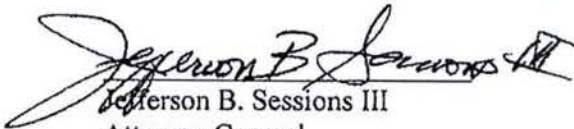
ORDER NO. 3985-2017

### APPOINTING CYNTHIA LAFUENTE-GAONA AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Cynthia Lafuente-Gaona as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

9/18/17  
Date

  
Jefferson B. Sessions III  
Attorney General

(b)(6)

U.S. Department of Justice  
Executive Office for Immigration Review  
Human Resources Staff, Administrative Division  
5107 Leesburg Pike, Suite 2300  
Washington, DC 20530  
Attn: Josh Chapman

Re: EOIR-16-1542146-JC

Dear Mr. Chapman:

I am writing to express my interest for the vacant position of Immigration Judge within the Chicago, Illinois Immigration Court. I have been an Assistant Chief Counsel with the Department of Homeland Security (DHS) in Orlando, Florida since November 2008, and I believe that I have the requisite skills necessary to be an Immigration Judge.

I believe that I have the appropriate demeanor and temperament required of an Immigration Judge. After seven years as an Assistant Chief Counsel and two years as a law clerk for the Alexandria, Virginia Circuit Court, I have observed various judges in practice and I have the necessary skills and ability to handle this position. As an Assistant Chief Counsel, I am patient, courteous, and fair toward all litigants, witnesses, and attorneys. I have a good relationship with all six of the Immigration Judges in Orlando. I have also fostered a positive working relationship with the local private bar.

While my job as an Assistant Chief Counsel is to represent the positions of DHS, I do so without antagonizing or belittling opposing counsel or litigants. I believe that part of my job as an Assistant Chief Counsel is to recommend and point out all potential forms of relief.

I have substantial litigation experience in a high-volume immigration court context. In my seven years as an Assistant Chief Counsel, I have litigated hundreds of both detained and non-detained cases. I have prosecuted aliens with significant criminal histories, those with a history of participating in human rights abuses, and those who have engaged in behavior, which the United States considers acts of terrorism. I have also handled numerous asylum hearings, applications for cancellation, and fraud cases. I have litigated hundreds of protection law cases and have in-depth knowledge of and experience with the statutory, regulatory, and case-law requirements for grants of relief.

The Orlando Immigration Court is a high-volume, fast-paced environment. I typically handle three to four individual cases a day, three to four days per week. This has forced me to learn how to identify the legal issues at the heart of the case. I have also had to learn how to juggle a high volume docket with my other daily responsibilities as an

Assistant Chief Counsel. For example, in addition to my litigation duties, I am currently the lead Assistant Chief Counsel assigned to reviewing and processing all NTAs issued to Unaccompanied Alien Children who have recently entered the United States from Central America. These NTAs must be reviewed and filed quickly to ensure the aliens have an opportunity to apply for relief they may be eligible before they turn 18.

The fast-paced environment has made me a better litigator as I have learned to prioritize my duties and responsibilities and has prepared me for the position of an Immigration Judge with EOIR. This environment has also afforded me the opportunity to gain extensive experience and knowledge of immigration law and procedures. In my work as an Assistant Chief Counsel, I have gained extensive experience with asylum law, grounds of removability, and relief applications.

As the Orlando Immigration Court has expanded its detained docket, I have had the opportunity to learn and develop extensive knowledge of the immigration consequences of criminal activity, including crimes involving moral turpitude and aggravated felonies, and the various waivers associated with these crimes.

I have also engaged in a voluminous motion practice before the Immigration Court and the Board of Immigration Appeals. I have filed and responded to numerous motions to reopen, motions to terminate, and motions to preterm. I have also filed multiple appeals with the BIA including appeals of grants of cancellation of removal and asylum.

In addition to my litigation skills, I also have extensive legal research and writing experience. Last year I completed a temporary detail within ICE where I drafted motions filed with several federal district courts seeking dismissal of Freedom of Information Act (FOIA) and Privacy Act complaints against ICE. After graduating from the University of Virginia School of Law, I served as a law clerk for the Alexandria, Virginia Circuit Court. As a law clerk, I provided detailed written recommendations to the three sitting judges of the Circuit Court based on my analysis of applicable statutes and case law. I have also served as an Assistant County Attorney where my primary duties included conducting research and drafting opinions on the legality of licensing ordinances, land use policies, and local immigration laws.

Throughout my legal career, I have practiced in multiple courts including local and state courts, immigration court, and federal district court and as such, I have gained extensive knowledge of judicial rules and procedures. As a law clerk, I observed the three sitting judges of the Alexandria Circuit Court on a daily basis. I learned how to handle and maintain a courtroom full of adversarial parties and how important it is for a judge to remain professional and courteous. Through my years practicing in immigration court, I have learned how to focus on the facts and legal issues at the heart of a case. As an immigration judge, I would use this knowledge to give the evidence presented the appropriate weight in order to make a fair and informed decision.



My work with DHS has also afforded me opportunities to learn and grow outside of the courtroom. As part of my temporary detail, I provided several presentations to the Orlando Office of the Chief Counsel on protecting and releasing Privacy Act protected information and responding to FOIA requests. I have also participated in trainings including new attorney training, trial advocacy training, and experienced attorney training which has allowed me to keep current on the latest developments in immigration law.

During my years as an Assistant Chief Counsel, I have gained the experience, temperament, and knowledge to be an Immigration Judge. The past three years, I have received performance awards based on my hard work and willingness to tackle additional projects. I believe that based on the foregoing, that I am well suited for the position of Immigration Judge. I have enclosed my resume, a writing sample, and six letters of recommendation from Immigration Judge (b)(6), Immigration Judge (b)(6), Immigration Judge (b)(6), Immigration Judge (b)(6), Immigration Judge (b)(6), and Immigration Judge (b)(6). Thank you for your consideration.

Sincerely,

Elizabeth G. Lang

**Elizabeth Grace Lang**

(b)(6)

**Country of  
Citizenship:** United States

**Veterans'  
Preference:**

(b)(6)

**Highest Grade:** 14

**Availability:** **Job Type:** Permanent  
**Work Schedule:** Full-Time

**Desired locations:** US - FL

**Work Experience:** **Department of Homeland Security** **11/2008 - Present**  
3535 Lawton Road Suite 100 **Hours per week:** 40  
Orlando, FL 32803 US **Series:** 0905 **Pay Plan:** GS **Grade:** 14

**Assistant Chief Counsel** (This is a federal job)

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- Represent Immigration and Customs (ICE) in deportation, exclusion, removal, rescission, and bond proceedings before the Immigration Court and Board of Immigration Appeals.
- In-depth knowledge and experience with immigration law including protection law, waivers, cancellation of removal, adjustment of status, immigration fraud, visas, and the immigration consequences of criminal activity.
- Extensive litigation experience, including trial preparation, direct examinations, cross-examinations, expert witness preparation, impeachment techniques, use of evidentiary objections, and closing arguments.
- Draft and file appeals, legal memoranda, and motions with the Immigration Court and Board of Immigration Appeals.
- Review charging documents for legal sufficiency.
- Provide legal advice to Homeland Security Investigation (HSI) officers and Enforcement and Removal (ERO) officers.

**Department of Homeland Security** **05/2013 - 07/2014**  
3535 Lawton Road, Suite 100 **Hours per week:** 40  
Orlando, FL 32803 US **Series:** 0905 **Pay Plan:** GS **Grade:** 14

**Associate Legal Advisor** (This is a federal job)

- Adjudicated appeals of ICE responses to Freedom of Information Act (FOIA) requests.
- Coordinated with ICE's FOIA office and the U.S. Department of Justice ICE's response to federal FOIA and Privacy Act litigation. Drafted and filed motions for summary judgment and motions to dismiss in response to federal FOIA and Privacy Act litigation.
- Provided legal advice on disclosure of ICE information including federal, state, and foreign requests for information; Privacy Act issues; Health Insurance Portability and Accountability Act (HIPAA).

- Reviewed national and international information sharing agreements for legal sufficiency.
- Provided training on disclosure of Privacy Act protected information and responding to FOIA requests.

**Stafford County Attorney's Office**

1300 Courthouse Road  
Stafford, VA 22554 US

**Assistant County Attorney**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- Assisted County Attorney in advising County departments, agencies, and elected officials.
- Developed and drafted County legislation and policy including ordinances and policy guidelines.
- Provided legal support for all Freedom of Information Act requests and Purchase of Development Rights program.
- Managed debt collection caseload and represented County in U.S. Bankruptcy proceedings.
- Prosecuted violators of county zoning and code ordinances in General District Court.
- Represented Department of Social Services in abuse and neglect cases in Juvenile and Domestic Relations Court.
- Drafted legal pleadings, legal opinions for internal clients, and correspondence with constituents.
- Researched applicable federal, state, and local laws using Westlaw and LexisNexis.

**09/2006 - 08/2008**

**Salary:** 91,000.00 USD Per Year

**Hours per week:** 40

**Alexandria City Circuit Court**

520 King Street  
Alexandria, VA 22314 US

**Law Clerk**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- Provided legal research and writing support to the sitting judges of the circuit. Daily duties included preparation of letter opinions and orders, review and analysis of motions, trial preparation, and interaction with counsel and parties pro se. Caseload included general business litigation, criminal practice, domestic relations, and fiduciary matters covering a broad range of Virginia and Federal law.
- Managed motions docket.
- Supervised and trained two junior law clerks.

**09/2004 - 08/2006**

**Salary:** 55,000.00 USD Per Year

**Hours per week:** 40

**Prairie State Legal Services**

400 West Roosevelt Road  
Wheaton, IL 60187 US

**Law Clerk**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- Provided research and hearing support for matters related to Social Security, Medicare, Medicaid, and housing.

**05/2003 - 07/2003**

**Hours per week:** 40

**G. Edward White**

580 Massie Road  
Charlottesville, VA 22903 US

**Research Assistant**

**05/2002 - 05/2003**

**Hours per week:** 40

**Supervisor:** G. Edward White ((434) 924-3455)

**Okay to contact this Supervisor:** Yes

- Provided research and writing support for White's book Alger Hiss's Looking-Glass Wars: The Covert Life of a Soviet Spy and White's article "The Constitutional Journey of Marbury v. Madison", Virginia Law Review, October 2003.

**Education:**

**University of Virginia School of Law** Charlottesville, VA US  
Professional 05/2004

**University of Virginia** Charlottesville, VA US  
Master's Degree 05/2004

**Grinnell College** Grinnell, IA US  
Bachelor's Degree 05/1998

**Job Related Training:**

Member of the Virginia State Bar since October 2004. Member of the Florida Bar since May 2008.

**Affiliations:**

**References:**

Name	Employer	Title	Phone	Email
(b)(6)	Alexandria Circuit Court	Judge	(b)(6)	

(\*) Indicates professional reference



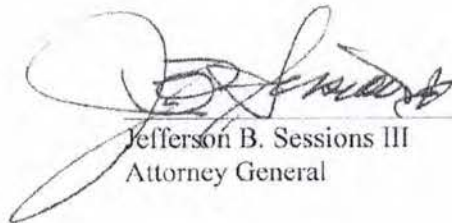
Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 4077-2018

APPOINTING ELIZABETH LANG AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Elizabeth Lang as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

1/3/18  
Date

  
Jefferson B. Sessions III  
Attorney General



**LEGAL  
EXPERIENCE**

**U.S. DEPARTMENT OF HOMELAND SECURITY,  
IMMIGRATION AND CUSTOMS ENFORCEMENT, New York, NY**

*Assistant Chief Counsel, September 2008 – Present*

- Represent Immigration and Customs Enforcement (“ICE”) in immigration proceedings in both detained and non-detained facilities.
- Appear as ICE counsel on juvenile priority dockets involving Unaccompanied Alien Children and Family Unit Cases.
- Act as lead attorney in special interest cases involving alleged human rights abusers as a designated member of the Human Rights Litigation Team.
- Litigate removal cases involving issues of national security, foreign fugitives, and complex criminal matters.
- Prepare and respond to briefs, motions, memoranda, affidavits, evidence packets and filings at the trial level and before the Board of Immigration Appeals (“BIA.”)
- Make prosecutorial discretion determinations at all stages of litigation before the New York Immigration Court and BIA.
- Review charging documents for legal sufficiency prior to service on the Immigration Court.
- Provide legal counsel for Enforcement and Removal Operations (“ERO”) and Homeland Security Investigations (“HSI.”)
- Collaborate with various government agencies, including the U.S. Department of Justice, U.S. Department of State, Federal Bureau of Investigation, Central Intelligence Agency, and Interpol to secure the removal of criminal aliens.
- Provide nationwide training to the Office of the Principal Legal Advisor, HSI and ERO on the use of technology and ICE databases.
- Mentor new ICE attorneys on immigration law, office policies, and trial advocacy.
- Create electronic templates for nationwide use to ensure uniformity in court filings.
- Co-authored standard operating procedures related to the implementation and integration of the Principle Legal Advisor’s electronic case management system (“PLAnet.”)

**Membership**

- Member of Office of the Chief Counsel – New York Human Rights Litigation Team
- Member of the PLAnet Case Management Team
- Member of the Juvenile Litigation Team

**Honors**

- Recipient of several “Coin of the Month” awards for outstanding professionalism.
- Nominee for the Principal Legal Advisor Awards Program and for the Office of the General Counsel Award Program, 2013 - 2015.

**U.S. DEPARTMENT OF HOMELAND SECURITY,  
IMMIGRATION AND CUSTOMS ENFORCEMENT, Washington, D.C.**

*Acting Special Counsel to the Director of Field Legal Operation, April 2015, July 2015*

- Drafted and reviewed responses to congressional inquiries on behalf of the Acting Director of Field Legal Operations.
- Conducted statistical analysis tracking the Department’s progress in meeting its quarterly Agency Priority Goals, and drafted reports on the subject, which were provided to the Executive Office of the President of the United States.
- Reviewed and drafted a response to an internal study conducted by the Executive Office of Immigration Review (“EOIR”) regarding the issuance of Notices to Appear (“NTA”).
- Supervised and coordinated a team that maintained the Department’s official database used for tracking the filing of NTAs issued to unaccompanied minors.

**U.S. DEPARTMENT OF HOMELAND SECURITY,  
IMMIGRATION AND CUSTOMS ENFORCEMENT,** Port Isabel, Texas

*Detainee*, March 2015, May 2015

- Represented ICE in detained immigration proceedings, including bond hearings

**U.S. DEPARTMENT OF HOMELAND SECURITY,  
IMMIGRATION AND CUSTOMS ENFORCEMENT,** Washington, D.C.

*Detainee to the Enforcement and Removal Operations Law Division*, September 2014

- Proposed and drafted an amendment to the “Notice of Intent/Decision to Reinstate Prior Order” (Form “I-871”) to add a certificate of service reflecting how and when service of the reinstatement order was made in order to clearly identify whether appeals to Circuit Courts are timely filed.
- Conducted research on the availability of medical treatment for aliens with final orders of removal who are released from detention pursuant to *Zadvydas v. Davis*, 533 U.S. 678 (2001).
- Provided legal advice to ERO regarding the use of bond in conjunction with the issuance of humanitarian parole to arriving aliens.

**THE KUBA LAW FIRM,** New York, New York,

*Associate*, April 2008 – May 2008

- Represented clients before the EOIR and the U.S. Citizenship and Immigration Services.
- Represented clients during marriage-based and employment-based adjustment of status interviews.
- Conducted intake interviews and handled client inquiries.
- Prepared motions, memoranda, direct-examination questions, affidavits and filings for trial.

**LEGAL  
INTERNSHIPS**

**SOUTH ASIAN HUMAN RIGHTS DOCUMENTATION CENTRE,** New Delhi, India

*Legal Intern*, May 2005 – July 2005

Drafted a report evaluating the National Human Rights Commission of Nepal’s (NHRC) appointment process. Submitted a letter of complaint to the Asia Pacific Forum challenging an ordinance which changed the composition of the committee responsible for selecting members of the NHRC.

**DEPARTMENT OF HOMELAND SECURITY,  
IMMIGRATION AND CUSTOMS ENFORCEMENT,** New York, New York

*Legal Intern*, September 2005 – February 2008

Second chaired immigration proceedings. Prepared memoranda and court filings. Assisted in drafting agent declarations and preparing standard evidence in complex fraud cases.

**NON-LEGAL  
EXPERIENCE**

**LEHMAN BROTHERS,** Jersey City, New Jersey

*Operations Analyst*, April 2002 - June 2004

Reconciled intercompany accounts to adjust for foreign currency trading of volumes over 200 million currency units. Calculated margin requirements for various high-net worth clients.

**EDUCATION**

**RUTGERS UNIVERSITY SCHOOL OF LAW-NEWARK,** Newark, New Jersey

**Degree:** Juris Doctor, May 2007, G.P.A.: 3.41

**Bar Admissions:** New Jersey Bar, 2007; New York Bar, 2008

**Honors:** Recipient of Merit Scholarship, Women in Federal Practice Scholarship, Middlesex Bar Association Scholarship.

**Activities:** Contributor to Business Law Journal, founding member of the Immigrant’s Rights Collective, Public Relations Officer for the International Law Society, member of the Women’s Law Forum.

**RUTGERS UNIVERSITY,** New Brunswick, New Jersey

**Degree:** B.S. Marketing, January 2001

Cumulative GPA: 3.6, Major GPA (Marketing): 3.8

**LANGUAGES**

Fluent in Russian.



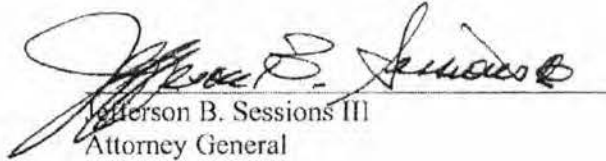
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3992-2017

APPOINTING MARIA LURYE AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Maria Lurye as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

9/30/17  
Date

  
Jefferson B. Sessions III  
Attorney General

## ANTHONY E. MAINGOT

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(b)(6)

**anthony.maingot@usdoj.gov**

### **Employment**

Assistant United States Attorney-Acting Deputy Chief-OCDETF

June 2015 to present

United States Department of Justice

United States Attorney's Office – District of Arizona-Tucson

Assistant United States Attorney      Sept 2008 to present

United States Department of Justice

United States Attorney's Office – District of Arizona-Tucson

Member of **OCDETF Unit** since October 2009, handled Title III OCDETF multi-jurisdictional investigations of large scale drug trafficking organizations.. Represent the U.S. government in jury trials, changes of plea hearings, sentencings, evidentiary and detention hearings, grand jury presentations and appeals before the 9<sup>th</sup> Cir. Court of Appeals.

Assistant Chief Counsel, Senior Attorney Sept 2007-Sept 2008

United States Department of Homeland Security

Immigration and Customs Enforcement

Prosecuted high profile/national security related immigration cases. Mentored new attorneys.

Special Assistant United States Attorney      Oct 2006 to Oct 2007

United States Department of Justice

United States Attorney's Office – District of Arizona

Prosecuted criminal cases in district court as part of the Southwestern Border Initiative, including alien smuggling, illegal re-entry and fraudulent document cases. Responsibilities included jury trials, changes of plea hearings, sentencings, evidentiary hearings, detention hearings and grand jury presentations.

Assistant Chief Counsel      February 2005 to October 2006

United States Department of Homeland Security

Immigration and Customs Enforcement

Prosecuted immigration cases including high profile, national security persecutor and criminal alien cases as a member of Special Case Litigation Unit.

Assistant Chief Counsel      February 2003 to February 2005

United States Department of Homeland Security

Immigration and Customs Enforcement

Prosecuted immigration cases including high profile, national security and criminal alien cases at the Bradenton Detention Center; reviewed, prepared and litigated hundreds of cases, provided on-site legal advice for ICE officers, agents and investigators.

**Assistant District Counsel**

1997-2003

United States Department of Justice

Immigration and Naturalization Service

Prosecuted immigration cases, including high profile, national security, persecutor and criminal alien cases; also served as lead counsel of the Special Case Litigation Unit from 2001 - 2003, and member of Special Case Litigation Unit from 1999-2001. Reviewed, prepared and litigated hundred of cases; drafted requested legal opinions for legacy INS District Counsel's Office; drafted and wrote appeals; provided legal advice for deportation officers, agents investigators and inspectors; responsible for attorney training as member of Litigation Skills Committee.

**Assistant Public Defender**

1991-1997

Office of the Public Defender

11<sup>th</sup> Judicial Circuit of Florida - Miami-Dade County

Trial counsel in over 75 jury trials including homicides and sexual battery cases; investigated and defended thousands of criminal cases; drafted and argued motions pursuant to the Florida Rules of Criminal Procedure.

**Admitted to Practice in**

United States Court of Appeals for the Ninth Circuit	2008 to present
US District Court – District of Arizona	2006 to present
US District Court - Southern District of Florida	1996 to present
Florida Bar Member No. 968961	1992 to present

**Awards**

Assistant Secretary's Award  
Dept of Homeland Security-ICE-Aug 2008

South Florida Federal Executive Board – team nominee second runner-up for 37<sup>th</sup> Annual Federal Employee of the Year Award  
in Service to the Community and Law Enforcement Category – US Department of Justice

ICE Recognition - 2005 Hurricane Katrina Disaster Relief and Law Enforcement Support  
– US Dept. of Homeland Security

**Education**

J.D.	University of Miami School of Law	1991
B.A.	University of Texas at Austin	1981





**Office of the Attorney General**  
Washington, D.C.

ORDER NO. 3808-2017

APPOINTING ANTHONY E. MAINGOT AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Anthony E. Maingot as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

January 6, 2017

Date

A handwritten signature in black ink, reading "Loretta E. Lynch", is written over a horizontal line.

Loretta E. Lynch  
Attorney General

# CHARLOTTE S. MARQUEZ

(b)(6)

## **EXPERIENCE**

March 2006 to  
Present

### **DEPARTMENT OF HOMELAND SECURITY, IMMIGRATION CUSTOMS AND ENFORCEMENT DIVISION**

New Orleans, Louisiana

Assistant Chief Counsel: Practice includes representation of DHS/ICE in all areas of immigration litigation including trial litigation and drafting motions and briefs to the Immigration Court and Board of Immigration Appeals. Responsibilities included providing daily advices to clients on immigration related topics including but not limited to issuance of Notice to Appear, custody decisions, administrative removals, regulations regarding unaccompanied minors, criminal law, citizenship, and prosecutorial discretion protocols. Additional duties included preparing reports and providing training to clients and attorneys on issues including but not limited to Notice to Appear drafting, citizenship, criminal statutes application, Fourth and Fifth Amendment issues, Brady and Gigilo issues, and National Security and Human Rights law issue spotting and litigation strategies, Practice also included mentoring and training new attorneys and support staff as well as acting as liaison with Immigration Court and creating and maintain trial calendars for all attorneys.

June 2000  
to March 2006

### **JONES, WALKER, WAECHTER, POITEVENT, CARRERE & DENEGRÉ, L.L. P.**

New Orleans, Louisiana

Associate: Practice included representation of management in all areas of Labor and Employment Law litigation as well as business immigration issues. Responsibilities included providing daily advices, case management, strategy formulation, investigation, discovery, research, and drafting motions and legal memoranda, and representation of clients in all courts and administrative agencies. Practice also included speaking engagements on issues under OSHA, FMLA, FLSA, ADA and Title VII.

August 1998  
to June 2000

### **McCALLA, THOMPSON, PYBURN, HYMOWITZ SHAPIRO**

New Orleans, Louisiana

Associate: Represented management in Labor and Employment litigation.

Summer 1997

### **JOHNSON, JOHNSON, BARRIOS & YACIOUBIAN**

New Orleans, Louisiana

Law Clerk: Engaged in research and writing of memoranda and motions.

May 1996  
to May 1997

### **COURTENAY, FORSTALL, HUNTER & FONTANA**

New Orleans, Louisiana

Law Clerk: Engaged in research and writing of memoranda and motions.

**BAR ADMISSION** State Bar of Louisiana, October 1998

**EDUCATION** **TULANE LAW SCHOOL**

New Orleans, Louisiana

Juris Doctor cum laude, 1998 Top 13%

**Honors:**

Corpus Juris Secundum Awards in Torts and Criminal Law,

Honors Distinction in Trial Advocacy,

Student Editor European and Civil Law Forum 1996-1997,

Legal Research and Writing Fellow 1997-1998,

Extern to the Honorable Sara S. Vance United States District Court Judge  
for the Eastern District of Louisiana 1997-1998

**LOUISIANA STATE UNIVERSITY**

Baton Rouge, Louisiana

B.S. cum laude, Business Administration Pre-Law, 1995 Top 10%

**SOCIAL SECURITY NUMBER**

(b)(6)

**COUNTRY OF CITIZENSHIP**

United States of America

**HIGHEST FEDERAL CIVILIAN GRADE HELD**

GS-0905 / 14-7



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3868-2017

APPOINTING CHARLOTTE S. MARQUEZ AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 14 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Charlotte S. Marquez as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 14 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

3/20/17  
Date

Jefferson B. Sessions III  
Jefferson B. Sessions III  
Attorney General

November 20, 2015

Eric W. Marsteller

(b)(6)

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Ste. 2300  
Falls Church, VA 22041

To Whom It May Concern,

I am submitting the attached application to be an immigration judge in New Orleans, Louisiana (Job Announcement Number EOIR-16-1542690-JC). I have served as a Trial Attorney and Senior Litigation Counsel at the Department of Justice's Office of Immigration Litigation ("OIL") for eleven years and in those roles I have gained knowledge and experience that make me an ideal candidate to be an immigration judge. I have written hundreds of briefs in the federal circuit courts of appeals covering a wide variety of both straightforward and complicated legal and procedural issues. As a manager, I mentor and develop other attorneys and ensure that the pleadings those attorneys draft are consistent with applicable law and meet the Department of Justice's exacting standards of quality. I have also excelled as an oral advocate during my forty arguments before the federal circuit courts. Additionally, I am confident my personality and temperament are particularly well-suited to serving as an immigration judge. I have a calm, confident demeanor and I approach each case seeking only a proper outcome based upon applying the facts to the applicable law. While the position is certainly challenging, I am confident I will excel as an immigration judge based upon my deep knowledge of immigration law, my demonstrated ability to manage a heavy case load, and my fair-minded approach.

Sincerely,

A handwritten signature in blue ink, appearing to read "Eric Marsteller", with a large, stylized flourish at the end.

Eric W. Marsteller



# ERIC W. MARSTELLER

(b)(6)

(b)(6)

Eric.Marsteller@usdoj.gov

**EXPERIENCE: United States Department of Justice, Civil Division  
Office of Immigration Litigation**

**Washington, DC**

*Senior Litigation Counsel*

December 2012-present

*Trial Attorney*

September 2004-December 2012

As Senior Litigation Counsel, assisted in management of sixteen-attorney team. Provided guidance and mentorship to other attorneys during their preparation and drafting of various pleadings in the federal circuit courts of appeals, including briefs and responses to motions. Regularly reviewed briefs and other pleadings prepared by team attorneys. Judged moot courts for colleagues on numerous occasions. Periodically served as acting team leader. As Trial Attorney and Senior Litigation Counsel, researched, drafted, and filed briefs and other pleadings, including dispositive motions, responses to motions, and petitions for panel rehearing, in eleven federal circuit courts of appeals. Briefs have included numerous issues of first impression, and often involve especially complex cases. Argued dozens of cases in eight federal circuit courts of appeals. Instructed litigation team on procedures for responding to requests for attorney's fees pursuant to the Equal Access to Justice Act, including proper procedures for settlement. Mentored recently hired interns and attorneys. Served as lead attorney on challenging nationality case in the federal district court. Attended numerous skill-based and subject-matter trainings. Served as an instructor at the National Advocacy Center, which is run by the Department's Office of Legal Education. Selected through Attorney General's Honors Program.

**National Education Association  
Office of the General Counsel**

**Washington, DC**

*Law Clerk*

May 2003-November 2003

Researched and drafted memoranda on an assortment of legal and policy issues. Analyzed the strength of NEA's trademarks and made recommendations regarding trademark policy. Other topics researched included eligibility under the Family and Medical Leave Act, the use of social security numbers in e-commerce, eligibility under the Americans with Disabilities Act, copyright law, and gambling laws in Louisiana.

**United States Department of Justice, Civil Division  
Office of Immigration Litigation**

**Washington, DC**

*Law Intern*

January 2003-April 2003

*Summer Law Intern*

June 2002-August 2002

Researched, drafted, and submitted four briefs to the federal courts of appeals. Completed motions to both the courts of appeals and district courts. Duties included primary responsibility for composing the briefs and motions. Revised prosecutor's manual on the inadmissibility of aliens due to their criminal activity.

**Professor C. Thomas Dienes  
The George Washington University Law School**

**Washington, DC**

*Research Assistant*

June 2002-September 2002

Updated *Newsgathering and the Law* by identifying recent cases and writing text and notes to be included in supplement. Revised parts of *Constitutional Law* (Black Letter Series).

**The Lancer Group**

**La Jolla, CA**

*Research Director*

June 2000-July 2001

Served as principal researcher for a boutique executive search firm specializing in the technology and wireless markets. Hired, trained, and managed three employees.

**ERIC W. MARSTELLER**

**INSTRUCTOR:** **Adjustment of Status** Washington, DC  
Office of Immigration Litigation, Immigration Law Seminar November 2014

**Motion Practice and Brief Writing for Civil Attorneys Seminar** Columbia, SC  
National Advocacy Center February 2013, September 2013, April 2014

**What is a Conviction . . . for Immigration Purposes** Washington, DC  
Office of Immigration Litigation, Criminal Alien Training June 2011

**Conviction-Based Removability and Bars on Relief** Washington, DC  
Office of Immigration Litigation, Criminal Alien Training June 2011

**TRAINING:** **The Winning Brief** Washington, DC  
LawProse, Inc. August 2014

**Instructional Design Symposium** Columbia, SC  
National Advocacy Center November 2012

**Basic Civil Pretrial Practice Seminar** Columbia, SC  
National Advocacy Center August 2012

**Criminal Alien Training** Washington, DC  
Office of Immigration Litigation June 2011

**Criminal Immigration Seminar** Columbia, SC  
National Advocacy Center March 2009

**Appellate Advocacy Seminar** Columbia, SC  
National Advocacy Center September 2007

**Basic Civil Trial Advocacy Seminar** Columbia, SC  
National Advocacy Center May 2005

**EDUCATION:** **The George Washington University Law School** Washington, DC  
*Juris Doctor, with honors* May 2004  
Thurgood Marshall Scholar (top 35% of class)  
*The George Washington International Law Review, Articles Editor*  
Faculty Appointments Committee, *Student Member*

**Tulane University, Paul Tulane College** New Orleans, LA  
*Bachelor of Arts, cum laude* May 2000  
Major: History (with departmental honors)  
Deans' Honor Scholar (merit-based, four-year full-tuition scholarship)  
Minor: Political Science  
Thesis: Technical Education Reform in England, 1880s-1902  
Tulane College Senate, *Senator*, 1997-1998, 1999-2000  
Tulane *Hullabaloo*, *Staff Writer*, Sports, Entertainment

**Victoria University of Manchester** Manchester, UK  
*Junior Year Abroad* 1998-1999  
Studied British history and British and European government

**OTHER:** **The Virginia State Bar**, *Member*, November 2004 to present  
**The George Washington University Law School**, *Moot Court Judge*, April 2005, April 2006



Office of the Attorney General  
Washington, D. C. 20530

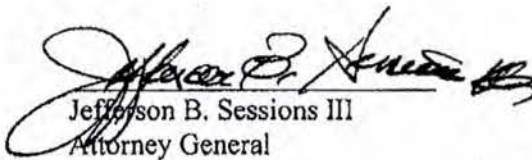
ORDER NO. 3882-2017

APPOINTING ERIC W. MARSTELLER AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Eric W. Marsteller as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

4/10/17  
Date

  
Jefferson B. Sessions III  
Attorney General



PROFESSIONAL EXPERIENCE

**Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE), Office of the Principal Legal Advisor (OPLA), Office of the Chief Counsel (OCC)**

Acting Deputy Chief Counsel, Lumpkin, GA

March 16, 2015 – April 10, 2015

- Supervised seven Assistant Chief Counsels (ACCs) and two support staff at the Stewart Detention Center (SDC), which houses up to 2,000 inmates
- Reviewed and edited ACC work product, including U.S. citizenship memos, appeal briefs, national security prosecution memos and other legal work product for submission to the Executive Officer for Immigration Review (EOIR)
- Provided legal advice to Enforcement and Removal Operations (ERO) on various topics such as prolonged detention, enforcement priorities, U.S. citizenship claims, habeas litigation, hunger strikes, mental health and mental competency cases and legal sufficiency of Notices to Appear (NTAs)
- Trained ACCs on human rights cases, adjustment of status and Franco litigation (mental competency case policy procedure)
- Worked with multiple HQ sections to vet U.S. citizenship claims, evaluate appeals and discuss national security case strategy
- Created staff calendar, which includes courtroom duties, duty attorney days, case review days, leave and alternative work schedules (AWS)

Assistant Chief Counsel, Fort Snelling, MN

June 2014 – Present

- Transferred laterally within OPLA from Lumpkin, GA to Fort Snelling, MN
- Maintain litigation duties in both detained and non-detained courtrooms
- Assisted OPLA Headquarters with a project during the summer of 2014, which involved tracking NTAs for unaccompanied minors and family groups and ensuring that the cases were routed to the appropriate venues
- Undertook new assignment of reviewing, preparing and litigating worksite enforcement cases
- Detailed to Port Isabel Detention Center from March 2<sup>nd</sup> through March 6<sup>th</sup>, 2015
- Began two-year assignment as Homeland Security Investigations (HSI) Embed Attorney in December 2014
  - Advise HSI on a wide variety of topics such as border search authority, asset forfeiture, Fourth and Fifth Amendment, Title III electronic surveillance, export enforcement, intellectual and cultural property, human smuggling and worksite enforcement
  - Conduct Title 19 cross-designation training to task force officers in five states
  - Oversee worksite enforcement cases in three states

Assistant Chief Counsel, Lumpkin, GA

February 2011 – May 2014

- Zealously litigated removal cases before EOIR at SDC
- Balanced various daily tasks including courtroom appearances an average of three full days per week, reviewing NTAs and administrative removal documents for legal sufficiency, fielding legal inquiries from ERO and drafting memos and position statements
- Regularly engaged in appellate practice, including the drafting and editing of appellate briefs and motions for summary affirmance
- Collaborated with attorneys from the Department of Justice and Office of Immigration Litigation in federal habeas litigation related to prolonged detention



- Selected as a mentor for a new attorney hired in October of 2011

**Gennerman, Mazzie-Briscoe Law Group, Madison, WI**

Partner/Attorney

October 2008 – February 2011

- Owned and operated small immigration law firm
- Represented individuals in bond and removal proceedings before EOIR in Chicago
- Tackled cases in all facets of transactional immigration law, including adjustment of status, family and employment-based visas, affirmative asylum, naturalization, visa applications, consular processes and criminal conviction evaluation
- Oversaw and coordinated detention screening project at Dodge County Jail

**Sipsma, Hahn & Brophy, LLC, Madison, WI**

Associate Attorney

November 2007 – November 2008

- Practiced combination of family law and immigration law, with focus on removal defense
- Appeared frequently in state circuit court on actions involving legal custody and physical placement of minor children, maintenance (alimony), and property division

**Immigrant Project of the WI Coalition Against Domestic Violence, Madison, WI**

Immigration Attorney

October 2006 – November 2007

- Managed Project's entire immigration caseload
- Drafted visa petitions, adjustment of status applications and asylum applications on behalf of victims of domestic violence and/or sexual assault for submission to USCIS
- Represented individuals seeking relief from removal under the Violence Against Women Act
- Trained defense attorneys, prosecutors, judges and legal advocates on immigration law as it applies to victims of domestic violence

**SPECIALIZED TRAINING**

- National security and human rights abuses training, Atlanta, GA July 2012
- HSI Embed Training, Fort Snelling, MN August 2014
- Advanced HSI Embed Attorney Training, Fort Snelling, MN September 2014

**EDUCATION**

**JD, DePaul University College of Law, Chicago, IL, 2006**

- Graduated Cum Laude
- Certificate in Intellectual Property
- Immigration and Asylum Clinic, Technology and Intellectual Property Clinic

**BS, University of Wisconsin, Madison, WI, 2002**

- Graduated with honors

**PROFESSIONAL ADMISSIONS/MEMBERSHIPS**

Wisconsin Bar, 2006

Wisconsin Bar Association





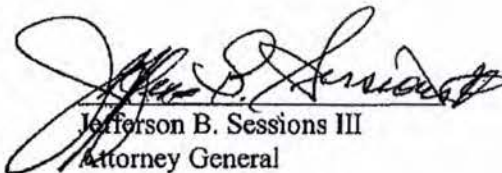
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4030-2017

APPOINTING SARAH MAZZIE AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Sarah Mazzie as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

6/15/17  
Date

  
Jefferson B. Sessions III  
Attorney General

November 7, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Washington, D.C. 22041

Dear Sir/Madam:

I am writing to apply for the Immigration Judge position as advertised (IJ-0905-00/00) as I believe my education and experience encompasses the qualifications required for the position.

I have been with the Department of Homeland Security, Immigration and Custom Enforcement, Office of the Principal Legal Advisor (DHS/ICE/OPLA) for over eleven years and am currently a Senior Attorney assigned to detained cases at the Varick Street Office in the New York Office of the Chief Counsel (OCC-NYC). In addition to my regular duties I oversee the Safety and Health Inspection of the office which includes representing the office at Facility Security Meetings at 26 Federal Plaza. I also am responsible for all BCR issues, respond to joint motions to reopen and oversee the Duty Attorney responsibilities at 26 Federal Plaza. Further, I was chosen as the lead Senior Attorney of the recently created Enforcement and Removal Operations (ERO) Embed Program which includes providing legal advice and NTA sufficiency review to ERO.

Prior to resuming my role as a Senior Attorney in November of 2014 I was a Deputy Chief Counsel (DCC) in OCC-NYC for three and one-half years. OCC-NYC is the second largest Chief Counsel office in the country, with a staff of approximately 80 Assistant Chief Counsel (ACC) and 28 support staff personal. During part of my time as a DCC I led two separate teams totaling over 20 ACCs including two GS-15 Senior Attorneys.

While a DCC I was the point of contact for all juvenile issues including the 2014 surge at the Rio Grande Valley as the teams I led were tasked with representing the Department in both the detained and non-detained juvenile dockets. Further, I am the Denaturalization Team lead, the primary liaison with the Executive Office for Immigration Review (EOIR) and have previously been assigned as the primary liaison for both the U.S. Citizenship and Immigration Service as well as Homeland Security Investigations.

Prior to being transferred to New York as a Deputy Chief Counsel I was a Senior Attorney for two years and an Assistant Chief Counsel representing the Department of Homeland Security, United States Immigration and Custom Enforcement, since April 19, 2004 in Arizona.

During my time as both an Assistant Chief Counsel and a Senior Attorney with

the Department of Homeland Security I worked primarily in detained settings in both Eloy and Florence, Arizona. My duties included assignment to the Human Rights Law Division including first chairing approximately 20 cases involving potential human rights abusers in removal proceedings. In addition to the above duties, I represented the Department in hundreds of merit hearings before Immigration Judges, frequently involving applicants for asylum, cancellation of removal, and adjustment of status and thousands of bond hearings. This experience has given me an intimate knowledge of immigration laws and procedures including such complex legal issues as derivative citizenship claims and identifying and removing persecutors and human rights violators from the United States.

Before joining the Department, I was employed for two and one-half years as an Examining Attorney for the New York City Mayoral Commission to Combat Police Corruption. The Commission oversaw the anti-corruption policies and practices of the New York City Police Department and my responsibilities included evaluating the performance, as well as the efficiency and docket management, of administrative law judges during administrative trials. Additionally, my responsibilities included evaluating the Department's internal investigations of corruption allegations, researching and drafting recommendations governing specific policies related to officer integrity, and overseeing the handling and follow-up of individual allegations of corruption.

Between 1995 and 2000, I was employed as an Assistant District Attorney in Kings County, New York having been admitted to the New York State bar in 1996. During my years at the Brooklyn District Attorney's Office, the borough of Brooklyn averaged in excess of 100,000 criminal arrests per year and indicted thousands of cases. Further, for the last two and one-half years I was assigned to the Rackets Bureau which consisted of investigating, evaluating, and where applicable prosecuting crimes related to organized crime, arson, street gang, public corruption, and economic crimes. In addition to my above prosecutorial duties, I also argued a Respondent's Brief in front of the Appellate Division, Second Department.

Although born in the United States and having registered with the Selective Service, I also have citizenship in the Republic of Ireland which I acquired through my father. Despite having dual citizenship I have not been visited Ireland since the 1980's and have never applied for an Irish passport since my first loyalty lies with the United States.

Last, I believe my temperament, knowledge of both criminal and immigration laws, and experience evaluating the performance and docket management of administrative law judges meets the qualifications listed on the announcement. Thank you for taking the time to review my application.

Sincerely:

James McCarthy

## **EXPERIENCE**

### **Department of Homeland Security**

#### **United States Immigration and Customs Enforcement**

GS 905-15

26 Federal Plaza / 201 Varick Street, New York, N.Y. November 2014 - Present

Senior Attorney (full time)

Currently assigned to the Orange (detained) Team located at 201 Varick Street with responsibilities at both 26 Federal Plaza and 201 Varick Street. In addition to my regular duties I oversee the Safety and Health Inspection of the NYC Offices which includes representing the Office at Facility Security Meetings at 26 Federal Plaza. I also handle all BCR issues including printing inquiries from respondent counsel, respond to joint motions to reopen and oversee the Duty Attorney responsibilities at 26 Federal Plaza. In addition, for the last year I was the lead attorney reviewing all juvenile cases returned from the asylum office which included drafting an extensive amount of motions.

Last, I am the lead Senior Attorney of the recently created Enforcement and Removal Operations (ERO) Embed Program which includes providing legal advice and NTA sufficiency review to ERO.

### **Department of Homeland Security**

#### **United States Immigration and Customs Enforcement**

GS 905-15

26 Federal Plaza, New York, N.Y. 10012 April 2011 – November 2014 (full time)

Deputy Chief Counsel

Served as Deputy Chief Counsel (DCC) in the New York Office of the Chief Counsel (OCC-NYC), the second largest Chief Counsel office in the country, with a staff of approximately 80 Assistant Chief Counsel (ACC) and 28 support staff personal.

In addition to other duties, I was the point of contact for all juvenile issues including the 2014 surge at the Rio Grande Valley as the teams I led were tasked with representing the Department in both the detained and non-detained juvenile dockets.

Further, I was the Denaturalization Team lead, the primary liaison with the Executive Office for Immigration Review (EOIR) and was previously assigned as the primary liaison for both U.S. Citizenship and Immigration Services as well as Homeland Security Investigation.



**Department of Homeland Security**  
**United States Immigration and Customs Enforcement** GS 905-15  
1705 E. Hanna Road, Eloy, Arizona 85231 August 2009 - April 2011 (full time)  
Senior Attorney

In addition to my duties as an Assistant Chief Counsel, my Senior Attorney responsibilities included Acting as Deputy Chief Counsel for the Eloy Office on numerous occasions. As Acting Deputy Chief Counsel, I was charged with managerial tasks including training and supervising a staff of sixteen; reviewing briefs to immigration court, analysis of United States Citizenship claims, Notices of Appeal to the Board of Immigration Appeal (“BIA”), and opening appeal briefs to the BIA for both removal and bond appeals, Significant Case Reports (“SCR”), and EOIR-43 automatic stays reporting forms; and setting forth legal advice and strategies on complicated immigration matters.

Further, during this time I was promoted to head a team of attorneys assigned to the Human Rights Law Section (HRLS) team for the AZ-OCC. The HRLS team investigated and represented the Department in removal proceedings of human rights abusers and/or persecutors who were residing in the United States.

**Department of Homeland Security**  
**United States Immigration and Customs Enforcement** GS 905-14  
1705 E. Hanna Road, Eloy, Arizona 85231 April 2004 – October 2006 (full time)  
Assistant Chief Counsel

Represented the Department of Homeland Security in removal proceedings before the Executive Office for Immigration Review including cancellation of removal, adjustment of status, and asylum hearings. Additional duties included representing the Department before the Board of Immigration Appeals as well as providing legal advice and litigation support to both Immigration and Custom Enforcement Units and the U.S. Attorney's Offices in immigration matters.

Duties included Acting as Deputy Chief Counsel for both the Eloy and Florence Offices on several occasions. In addition to the duties of a trial attorney, responsibilities include assignment to the Human Rights Law Division including first chair of approximately 20 cases involving potential human rights abusers in removal proceedings.

**New York City Department of Investigation**  
**Mayoral Commission to Combat Police Corruption (CCPC)**  
17 Battery Place, N.Y., N.Y 10004 December 2000 to March 2004 (full time)  
Examining Attorney

Employed by Mayoral Commission to Combat Police Corruption monitoring the New York City Police Department's anti-corruption efforts including evaluating both the Department's performance during administrative trials as well as the

efficiency and docket management of administrative law judges. Responsibilities also included evaluating the Department's internal investigations of corruption allegations, researching and drafting recommendations governing specific policies related to officer integrity, and overseeing the handling and follow-up of individual allegations of corruption. Also worked closely with N.Y.P.D. Internal Affairs Bureau in respect to on-going investigations and allegations.

**Office of the District Attorney, Kings County**

350 Jay Street, Brooklyn, N.Y. 11201 August 1995 to December 2000 (full time)  
Senior Assistant District Attorney

Last assigned to the Rackets Bureau for approximately two and one-half years specializing in long-term investigations dealing primarily with Economic Crime, Organized Crime, Street Gangs, Arson and Official Corruption cases from initial investigation to final disposition.

Previous assignments included: writing and arguing Respondent's Brief before Appellate Division, Second Department; Complaint Room Supervisor overseeing Assistant District Attorneys, evaluating incoming cases, formulating appropriate charges, and drafting complaints; Grand Jury Assistant which included presentation of cases and cross-examination of defendants; and the Investigations Bureau responding to various crime scenes and police precincts including providing police with legal and tactical instructions and interviewing criminal defendants.

**Office of the District Attorney, Kings County**

350 Jay Street, Brooklyn, N.Y. 11201 Brooklyn, N.Y. August 1992 to July 1995  
Paralegal, Appeals Bureau

Worked full time while attending law school at night, researched and wrote Respondent's Briefs and answered motions regarding voluntariness of guilty pleas, excessive sentence claims, waiver of rights of appeal and related issues.

**EDUCATION**

**Brooklyn Law School**  
Juris Doctorate

Brooklyn, N.Y. 11201  
Graduated June 1995

**St. John's University**  
B.S. Accounting

Staten Island, N.Y. 10301  
Graduated May 1983

**Xaverian High School**  
High School Diploma

Brooklyn, N.Y. 11209  
Graduated June 1978

**References Available Upon Request**



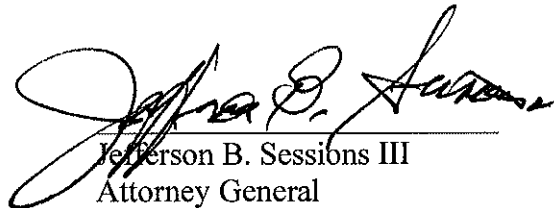
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4263-2018

APPOINTING JAMES M. MCCARTHY AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint James M. McCarthy as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

8/7/18  
Date

  
Jefferson B. Sessions III  
Attorney General

**Charles M McCullough**

(b)(6)

**Country of  
Citizenship:** United States

**Veterans'  
Preference:**

(b)(6)

**Availability:** **Job Type:** Permanent  
**Work Schedule:** Full-Time

**Desired locations:** US

**Work Experience:** Washington State Board of Industrial

**01/2002 - Present**

**Insurance Appeals**

**Salary:** 112,000.00 USD Per Year

2430 Chandler Ct SW

**Hours per week:** 50

PO Box 42401

Olympia, WA 98504 US

**Senior Assistant Chief Industrial Appeals Judge**

**Supervisor:** Hon. (b)(6)

**Okay to contact this Supervisor:** Yes

The Washington State Board of Industrial Insurance Appeals (hereinafter BIIA) has jurisdiction over the following: 1) The Industrial Insurance Act; 2) The Crime Victims' Compensation Act; 3) Washington Industrial Safety and Health Act; 4) The Health and Safety Asbestos Act; 5) The Safety Crime Prevention Act (Late Night Retail Establishments); 6) The Charter Boat Safety Act; 7) The Washington State Explosives Act; 8) The Worker and Community Right to Know Act; and 9) Law Enforcement Officers'/Fire Fighters' Disability Benefits. My judicial duties were conducted in these areas of law.

As the Senior Assistant Chief Industrial Appeals Judge, my duties include:

- Training new Hearing and Settlement/Review Judges;
- Providing advice to Chief Judge on major issues affecting the New Appeals and Mediation units;
- Assigning weekly mediation dockets to Settlement Judges;
- Evaluating Mediation Judges' performance for accuracy and consistency;
- Reviewing Dismissal Orders and Orders on Agreement of Parties for factual and legal sufficiency;
- Reviewing Hearings Judges' and Assistant Chief Industrial Appeals Judges' actions when an interlocutory appeal is filed against their interim rulings;
- Assisting the Chief Judge by interviewing and making hiring recommendations for new Hearings Judges and support staff;
- Assisting the Chief Judge by interviewing and making promotional recommendations for Settlement and Review Judges;
- Coaching and mentoring staff for high-level performance;
- Actively developing and implementing the BIIA's strategic plan;
- Assessing continuing legal education opportunities for Hearings and Settlement/Review Judges;
- Reviewing the timeliness and accuracy of written orders, the proper conduct of quasi-judicial hearings, and the interpretation of the laws under which proceedings are conducted;
- Substituting for other Judges by providing hearings, and conference ad settlement/mediation

coverage;

- Responding to inquiries from litigants, attorneys and members of the public;
- Supervising two Hearings Judges; two Review Judges and three Assistant Chief Industrial Appeals Judges. This included drafting annual performance evaluations (through February 2015);
- Analyzing new legislation to determine the fiscal impact such laws will have on our operations;
- Co-drafting budgetary fiscal notes for lawmakers on proposed legislation;
- Reviewing and providing input on formal judicial employee policies;
- Training and providing coaching to all newly hired Assistant Chief Judges;
- Designing and Implementing a new alternative dispute resolution review process for claims resolution structured settlements (2012);
- Adjudicating all requests for stays of proceedings for the agency;
- Coordinating training for all newly hired Hearings Judges;
- Co-chairing the BIIA's Customer Service Delivery team;
- Evaluating and coordinating extended continuing legal education opportunities for hearings and review judges;
- Meeting with the Washington State Auditor's Office and Joint Legislative Audit Review Committee as a communications liaison for a performance audit on ex parte contact and judicial impartiality;
- Representing the BIIA at liaison meetings with the Washington State Network of Adjudicatory Agencies, Washington State Attorney General's Office and the Washington State Bar Association Board of Governors;
- Deciding appeals that concern highly sensitive and controversial matters;
- Conducting investigations of alleged judicial misconduct;
- Assessing the organizational business environment and conducting outreach to statewide stakeholders and customers; and
- Jointly developing operational and long range plans for the New Appeals and Mediation units.

It is my duty to ethically conduct all private and public activities consistent with: 1) The Ethics in Public Service Act; 2) The Rules of Professional Conduct for Attorneys; 3) The Washington State Code of Judicial Conduct; and 4) The Ethics Code for Industrial Appeals Judges.

**Washington State Board of Industrial  
Insurance Appeals**

2430 Chandler Ct. SW  
PO Box 42401

Olympia, WA 98504 US

**Assistant Chief Industrial Appeals Judge**

**Supervisor:** Hon. (b)(6)

**Okay to contact this Supervisor:** Yes

The Washington State Board of Industrial Insurance Appeals (hereinafter BIIA) has jurisdiction over the following: 1) The Industrial Insurance Act; 2) The Crime Victims' Compensation Act; 3) Washington Industrial Safety and Health Act; 4) The Health and Safety Asbestos Act; 5) The Safety Crime Prevention Act (Late Night Retail Establishments); 6) The Charter Boat Safety Act; 7) The Washington State Explosives Act; 8) The Worker and Community Right to Know Act; and 9) Law Enforcement Officers'/Fire Fighters' Disability Benefits. My judicial duties were conducted in these areas of law.

As a Review Assistant Chief, my duties included:

- Supervising four Hearings Judges and four Review Judges;
- Training new Review Judges;
- Providing advice to Chief Judge on major issues affecting the Review Unit;
- Assigning weekly review docket to Review Judges;
- Evaluating Review Judges' performance for accuracy and consistency;



- Reviewing all draft Decisions and Orders written by other Review Judges for legal sufficiency;
- Drafting annual performance evaluations for the four Hearings Judges and four Review Judges assigned to my supervision;
- Reviewing Dismissal Orders and Orders on Agreement of Parties for Factual and Legal sufficiency;
- Reviewing Hearings Judges' action when an interlocutory appeal was filed against their interim rulings;
- Assisting the Chief Judge by interviewing and making hiring recommendations for new Hearings Judges;
- Assisting the Chief Judge by interviewing and making promotional recommendations for Settlement and Review Judges;
- Coaching and mentoring staff for high-level performance;
- Actively developing and implementing the BIIA's strategic plan;
- Assessing continuing legal education opportunities for Hearings and Settlement/Review Judges;
- Reviewing the timeliness and accuracy of written orders, the proper conduct of quasi-judicial hearings, and the interpretation of the laws under which proceedings are conducted;
- Substituting for other Judges by providing hearings and conference coverage; and
- Responding to inquiries from litigants, attorneys and members of the public.

It was my duty to ethically conduct all private and public activities consistent with: 1) The Ethics in Public Service Act; 2) The Rules of Professional Conduct for Attorneys; 3) The Washington State Code of Judicial Conduct; and 4) The Ethics Code for Industrial Appeals Judges.

**Washington State Board of Industrial Insurance Appeals**

2430 Chandler Court SW

PO Box 42401

Olympia, WA 98504 US

**Industrial Appeals Judge 4**

**Supervisor:** Hon. (b)(6)

**Okay to contact this Supervisor:** Yes

The Washington State Board of Industrial Insurance Appeals (hereinafter BIIA) has jurisdiction over the following: 1) The Industrial Insurance Act; 2) The Crime Victims' Compensation Act; 3) Washington Industrial Safety and Health Act; 4) The Health and Safety Asbestos Act; 5) The Safety Crime Prevention Act (Late Night Retail Establishments); 6) The Charter Boat Safety Act; 7) The Washington State Explosives Act; 8) The Worker and Community Right to Know Act; and 9) Law Enforcement Officers'/Fire Fighters' Disability Benefits. My judicial duties were conducted in these areas of law.

As a Settlement Judge my duties included:

- Reviewing the BIIA file and the Washington State Department of Labor & Industries file to determine subject matter jurisdiction, personal jurisdiction and scope of review;
- Determine venue and establish the issues before the tribunal;
- Review pleadings to determine the parties' interests and the litigated issues;
- Conducting conferences to explain the adjudicatory process, burden of proof, burden of going forward, and the role of the BIIA;
- Receiving factual stipulations or conduct hearings to establish the jurisdictional history of the appeal;
- Explaining to self-represented parties the effects of a non-suit and the ramifications of dismissing an appeal;
- Coordinating negotiations among the parties to facilitate settlement by providing expertise in the areas of law involved;
- Ruling on preliminary motions and issuing orders necessary to the process the appeal;
- Arranging agreed-upon medical examinations and issuing orders based upon the resulting medical

DOJ-EOIR-18-0703-D-000198

reports;

- Drafting proposed written Orders on Agreement of Parties and Dismiss Orders; and
- Creating court reported transcript sufficient to rule that dismiss motions were unconditional and find that any proposed agreement was supported by the law and the facts.

As a Review Judge my duties included:

- Reviewing Proposed Decisions and Orders issued in cases where a Petition for Review was filed by a party contesting a decision issued by a Hearings Industrial Appeals Judge;
- Reviewing court reported transcripts, exhibits and documentary evidence to determine whether the Hearings Judge made the correct decision in the case;
- Verifying the Board's subject matter jurisdiction to hear the appeal;
- Confirming that the BIIA had personal jurisdiction over the people affected by the decision;
- Determining the scope of review of the issues before the tribunal and assess whether the adjudication went beyond the limits of permissible appellate authority;
- Assessing the evidentiary rulings made by the Hearings Judge and determining whether the Washington Rules of Evidence (modeled after the Federal Rules of Evidence) were followed;
- Evaluating the Hearings Judges' procedural rulings based on the Washington Rules of Civil Procedure (modeled after the Federal Rules of Civil Procedure);
- Re-weighting the evidence presented in the appeal to determine whether the appealing party made a prima facie case and determining where the preponderance of evidence lies;
- Preparing a written memorandum for the Board members recommending that review either be granted or denied;
- Writing a formal multi-page legal opinion which included a background of the case, a statement of legal issues presented, an analysis of the evidence, supported by statutory and appellate decisions that supported results reached;
- Preparing dissenting opinions for Board members that disagree with the Board's majority opinion; and
- Conducting conferences and hearings to supplement the record when deficiencies existed.

It was my duty to ethically conduct all private and public activities consistent with: 1) The Ethics in Public Service Act; 2) The Rules of Professional Conduct for Attorneys; 3) The Washington State Code of Judicial Conduct; and 4) The Ethics Code for Industrial Appeals Judges.

**Washington State Board of Industrial  
Insurance Appeals**

2430 Chandler Ct SW  
PO Box 42401

Olympia, WA 98504 US

**Industrial Appeals Judge 3--Hearings Judge**

**Supervisor:** Hon. (b)(6)

**Okay to contact this Supervisor:** Yes

The Washington State Board of Industrial Insurance Appeals (hereinafter BIIA) has jurisdiction over the following: 1) The Industrial Insurance Act; 2) The Crime Victims' Compensation Act; 3) Washington Industrial Safety and Health Act; 4) The Health and Safety Asbestos Act; 5) The Safety Crime Prevention Act (Late Night Retail Establishments); 6) The Charter Boat Safety Act; 7) The Washington State Explosives Act; 8) The Worker and Community Right to Know Act; and 9) Law Enforcement Officers'/Fire Fighters' Disability Benefits. My judicial duties were conducted in these areas of law.

My hearings judge duties included the following:

- Conducting full, fair and complete hearings in an impartial manner;

DOJ-EOIR-18-0703-D-000199

- Determining proper venue;
- Following all promulgated administrative code provisions and applicable state statutes;
- Deciding matters consistent with the Washington State Rules of Civil Procedure;
- Establishing the BIIA's subject matter and personal jurisdiction to adjudicate the appeal;
- Conducting pre-hearing conferences;
- Creating litigation pre-trial orders for the confirmation of witnesses and the presentation of evidence ;
- Receiving evidentiary fact stipulations;
- Administering oaths;
- Receiving testimony;
- Ruling on the admissibility of evidence based on the Washington State Rules of Evidence (Modeled after the Federal Rules of Evidence);
- Questioning witnesses and calling additional witnesses in self-represented cases;
- Evaluating lay and expert testimony;
- Analyzing documentary evidence;
- Creating a clear and concise record of all contested issues;
- Ensuring that the record supports all rulings and decisions;
- Issuing a variety of written orders in each appeal including Orders Establishing Litigation Schedule, Dismissals, Orders on Agreement of Parties, and Discovery Orders;
- Drafting Proposed Decisions and Orders that outline the matters at issue, evaluate the evidence, analyze the applicable law, and renders a decision that supports the record;
- Crafting findings of fact and conclusions of law for each Proposed Decision and Order;
- Efficiently managing a caseload of approximately 10-12 new cases a month; coordinating scheduling activity with Judicial Schedulers and Judicial Assistants; and
- Ethically conducting all private and public activities consistent with: The Ethics in Public Service Act; The Rules of Professional Conduct for Attorneys; The Washington State Code of Judicial Conduct; and The Ethics Code for Industrial Appeals Judges.

**Washington State Office of the Attorney General**

Washington Building  
1250 Pacific Avenue#105  
Tacoma, WA 98401 US

**09/1988 - 02/1991**

**Salary:** 35,000.00 USD Per Year

**Hours per week:** 50

**Assistant Attorney General**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

I represented: 1) Washington State Department of Labor and Industries (DLI); 2) Washington State Department of Social and Health Services (DSHS); and 3) Washington State Department of Corrections (DOC). I was a litigator with an extensive docket.

DSHS:

My duties as an Assistant Attorney General included:

- Representing DSHS at Dependency Hearings;
- Presenting exhibits (reports) and testimony to Court Commissioners who would determine whether parental services were provided; and
- Drafting and presenting orders to the Court Commissioners that memorialized their rulings.

DLI:

My docket consisted of Workers' Compensation and Crime Victims' Compensation Appeals to the Board of Industrial Insurance Appeals and Superior Court. Those duties included:

DOJ-EOIR-18-0703-D-000200

- Reviewing DLI file;
- Conducting discovery;
- Researching applicable law;
- Attending settlement and pre-hearing conferences;
- Moving for pre-hearing relief;
- Participating in administrative hearings;
- Conducting perpetuation depositions;
- Examining expert witnesses;
- Cross-examining opponent's witnesses;
- Preparing legal briefs;
- Drafting/Submitting Petitions for Review;
- Representing DLI at jury trials;
- Drafting proposed jury instructions; and
- Making opening statements and closing arguments.

DOC:

My assignments were administrative parole revocation hearings before the Washington State Indeterminate Sentence Review Board. My duties included:

- Advocating for DOC at an administrative hearings;
- Presenting documentary and testimony evidence;
- Examining expert witnesses;
- Cross-examining opponent's witnesses; and
- Preparing legal briefs.

## Education:

**Gonzaga University School of Law** Spokane, WA US

Doctorate 05/1985

**GPA:** 3.277 of a maximum 4.0

**Credits Earned:** 93 Semester hours

**Major:** Law **Honors:** Cum Laude

**Relevant Coursework, Licenses and Certifications:**

Relevant course work included: Administrative Law; Evidence; Legal Writing; Pleadings and Procedure; Federal Jurisdiction; Constitutional Law; Conflict of Laws; Remedies; Torts; and Administrative Law.

I am a member in good standing of the Washington State Bar Association and have been licensed to practice law since 1985.

**College of the Holy Cross** Worcester, MA US

Bachelor's Degree 05/1982

**GPA:** 3.423 of a maximum 4.0

**Credits Earned:** 130 Semester hours

**Major:** Psychology

**Relevant Coursework, Licenses and Certifications:**

Composition; Critical Reading & Writing; Intro to Psychology; Developmental Psychology; Physiological Psychology; and Social Psychology.

## Job Related

### Training:

I was awarded two certifications from the National Judicial College, University of Nevada at Reno (NJC). They are as follows:



- Administrative Law Adjudication Skills (2003); and
- Dispute Resolution Skills (2005).

Both certifications required extensive training in administrative law and adjudication. I have completed the Cascade Public Executive Management Program through the Daniel Evans School of Public Affairs, University of Washington (2003).

#### Relevant Course Work and Training:

The following is a partial list of the courses that I have completed:

- Administrative Law: Workers' Compensation—( NATIONAL JUDICIAL COLLEGE, Sept. 1996)
- Dispute Resolution Skills (NATIONAL JUDICIAL COLLEGE, August 1999)
- Civil Mediation (NATIONAL JUDICIAL COLLEGE, March 2000)
- Designing and Implementing an Effective Court-Connected ADR Program (NATIONAL JUDICIAL COLLEGE, November 2000)
- Administrative Law: Fair Hearings (NATIONAL JUDICIAL COLLEGE, March 2002)
- Mediation for Administrative Law Judges (NATIONAL JUDICIAL COLLEGE, April 2003)
- Advanced Mediation: Practical Skills and Techniques (NATIONAL JUDICIAL COLLEGE, September 2003)
- Opinion Writing for Administrative Law Judges (NATIONAL JUDICIAL COLLEGE, October 2003)
- Advanced Evidence (NATIONAL JUDICIAL COLLEGE, April 2005)
- Administrative Law: High Volume (NATIONAL JUDICIAL COLLEGE, July 2005)
- Performance Management for the Judiciary--The Performance Institute (PI, January 2007)
- Administrative Law: Fair Hearings (Guest Speaker--NATIONAL JUDICIAL COLLEGE, August 2009)
- Best Practices in Handling Cases with Self-Represented Litigants (NATIONAL JUDICIAL COLLEGE, December 2009)
- Administrative Law: Fair Hearings (Faculty--NATIONAL JUDICIAL COLLEGE, August 2014)
- Administrative Law: Fair Hearings (Faculty--NATIONAL JUDICIAL COLLEGE, August 2015)
- National Judicial College Opinion Writing--BIIA (NATIONAL JUDICIAL COLLEGE, September 2015)

**Affiliations:** Washington State Bar Association - Member; Judicial Liaison from BIIA; Former Continuing Legal Education Comm. Chair and Member 1995-97

**Professional Publications:** McCullough, C. "Making Fair Hearings Fair." The Judicial Edge. The National Judicial College, Web. 18 June 2015.

References:	Name	Employer	Title	Phone	Email
	Hon. (b)(6)	Board of Industrial Insurance Appeals	Chief Industrial Appeals Judge	(b)(6)	
	Hon. (b)(6)	Washington State Board of Industrial Insurance Appeals	Assistant Chief Industrial Appeals Judge		
	Hon. (b)(6)	Washington State Board of Industrial Insurance Appeals	Industrial Appeals Judge IV		



Hon. (b)(6) Washington State Assistant Chief  
(\*) Board of Industrial Industrial  
Insurance Appeals Appeals Judge  
(b)(6) Washington State IT Manager  
Dept. of Revenue  
(\*) Indicates professional reference

(b)(6)

**Additional  
Information:**

I am an active member of the Washington State Bar Association. I was admitted to the Washington State Bar Association on November 26, 1985.

**Awards:**

December, 1996--Board of Industrial Insurance Appeals Employee of the Year Finalist.

February 1999--"Brainstorm" Award sponsored by the Washington State Auditor's Office for the creation of a uniform order to be universally used in the BIIA's Review Section. This recommendation was adopted for its cost saving affect.

December, 2007--Board of Industrial Insurance Appeals Employee of the Year Finalist.



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3932-2017

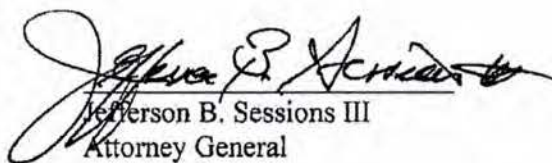
APPOINTING CHARLES M. MCCULLOUGH AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Charles M. McCullough as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

Date

6/28/17

  
Jefferson B. Sessions III  
Attorney General

# Matthew E. Morrissey

(b)(6)

November 20, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
ATTN: Josh Chapman  
5107 Leesburg Pike, Suite 2300  
Falls Church, Virginia 22041

RE: **Job Announcement Number –EOIR-16-1542718-JC- Title and Grade: IJ-0905-00  
(Omaha, NE) (Omaha, Nebraska)**

To Whom It May Concern,

Please find enclosed my application packet for Job Announcement Number EOIR-16-1542718-JC- Title and Grade: IJ-0905-00 (Omaha, Nebraska) to become an Immigration Judge in Omaha, Nebraska. With this packet, please find enclosed:

- 1). My resume;
- 2). My letters of recommendation;
- 3). Answers to the QRFs;
- 4) My writing sample;
- 5). My last performance review;
- 6). SF-50.

I believe that I am qualified for this position as I am a United States citizen, I have a *Juris Doctor* (J.D.), I registered for Selective Service, I am licensed to practice in the State of Nebraska; and I have eleven years of relevant post-bar admission legal experience. I have a unique perspective in that I have worked primarily in the immigration law field first as a private practice attorney and for the last seven years as a government attorney. I look forward to providing any required information and answering any questions during this process. Thank you for your time and attention to this very important matter and please contact me with questions or concerns.

Very Truly Yours,

  
Matthew E. Morrissey

# Matthew E. Morrissey

(b)(6)

Job Announcement Number –EOIR-16-1542718-JC- Title and Grade: IJ-0905-00 (Omaha, NE)  
United States Citizen – Social Security Number (b)(6)

## SUMMARY OF RELEVANT EXPERIENCE

- Seasoned immigration attorney with a diverse and unique perspective from eleven years of experience representing both the government and those in removal proceedings.
- Accomplished, successful brief writer at all stages of the immigration process.
- Proficient in French and legal immigration Spanish.

## LICENSES AND PROFESSIONAL ASSOCIATIONS

- Supreme Court of Nebraska, May 2005
- Supreme Court of Missouri (Currently Inactive), September 2004
- Nebraska State Bar Association, May 2005-Present
- American Immigration Lawyers Association, 2005-May 2008

## PROFESSIONAL EXPERIENCE

**United States Department of Homeland Security, Immigration and Customs Enforcement, Omaha, Nebraska** May 2008 – Present  
Assistant Chief Counsel – Job Series: General Attorney GS-0905. Highest Grade GS-14 Step 5 (Full-time)

- Represented Department in both detained and non-detained Immigration Court proceedings and appeals with the Board of Immigration Appeals.
- Researched, briefed, argued, and filed motions concerning numerous issues, including, but not limited to: asylum, eligibility for various forms of relief including cancellation of removal, criminal issues associated with removal proceedings, NACARA, human rights bars to relief, national security bars to relief.
- Served as point of contact for cases involving, human rights law, national security, federal litigation, mental competency, denaturalization, customs, asylum fraud, Homeland Security Investigations fraud, and was in charge of presenting trainings dealing with the Fourth Amendment, and Blue Lightning training (cross-designation of local and state law enforcement officers as customs officers).
- Presented government witnesses, and questioned respondents and witnesses in court.
- Assisted both the Office of Immigration Litigation and the United States Attorney's Office in immigration-related litigation by communicating with points of contact and government agency heads, researching arguments, and attended federal court hearings.
- As point of contact for these sections, attended training, presented cases, organized agency resources, and, where applicable, presented cases to the Immigration Court, the Board of Immigration Appeals, the Office of Immigration Litigation, various state and local attorney offices, and the applicable United States Attorney's Office.



# Matthew E. Morrissey (Page 2)

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**Chandra Law Office, Omaha, Nebraska**

August 2004 – May 2008

Associate Attorney (Full Time)

- Handled cases for clients facing removal from the United States in both non-detained and detained Immigration Court.
- Presented applications such as asylum, cancellation of removal, NACARA, and adjustment of status in Immigration Court.
- Filed affirmative applications such as petitions for alien relative, applications for permanent residency, naturalization, temporary protected status, petition to remove condition on residency, non-immigrant visas such as H-1B, E-2, P-3, and international adoptions.

## EDUCATION

**Creighton University School of Law, Omaha, Nebraska**

*Juris Doctor*, May 2004

- Third-Year Representative of Student Bar Association
- International Moot Court Board and Tournament Director
- National Moot Court Team
- Jessup International Moot Court Team

**Saint Louis University, St. Louis, Missouri**

Bachelor of Arts, *cum laude* in English/French/International Studies, May 2001

- Student Government Association Senator
- President of Residence Hall Council
- Community Service Coordinator for Residence Hall Council and fraternity
- Pre-Law Society
- French Honors Society



Maria E. Navarro

(b)(6)

November 20, 2015

Josh Chapman  
U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

Re: **Application for Immigration Judge for Maria E. Navarro**  
**Announcement Number: EOIR-16-1542709-JC**  
**Series and Grade: IJ-0905-00**

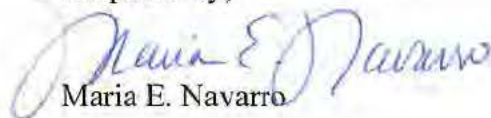
Dear Mr. Chapman:

I am submitting my application for Immigration Judge in New York, New York. I have uploaded the following documents:

1. Resume;
2. Letters of Reference from:
  - a. Immigration Judge Patricia Rohan
  - b. Immigration Judge Alice Segal
  - c. Immigration Judge Olivia Cassin
  - d. Executive Deputy Attorney General Janet Sabel
  - e. Dean for Social Justice, Columbia Law School, Ellen Chapnick
  - f. Clinical Professor and Director, Rutgers Law School Joanne Gottesman
  - g. Attorney-in-Charge, Immigration Law Unit, The Legal Aid Society, Jojo Annobil;
3. Document addressing the Quality Ranking Factors; and
4. Writing Sample.

Thank you for your consideration of my application. If you have any questions or need any further information, please feel free to contact me at (b)(6)

Respectfully,

  
Maria E. Navarro

**EXPERIENCE:**

**THE LEGAL AID SOCIETY**

**April, 1996 – present**

**New York, New York**

**Supervising Attorney, Immigration Law Unit**

**March, 2008 – present**

Assist the Attorney-in-Charge of the Unit with direct supervision of the legal work of the Unit, including individual case representation, affirmative litigation and policy advocacy. Coordinate and supervise the Unit's Immigration Youth Representation Project, the Northern Manhattan Immigrant Defense Project, Detention Project and the Federal Appellate Project. Provide supervision and oversight of pro bono initiatives in the immigration area. Recruit and interview prospective staff attorneys and law students. Provide training and assistance to staff, pro bono attorneys, law students and other immigration advocates. Prepare and monitor reports provided to funders.

**New York, New York**

**November, 2004 – March, 2008**

**Columbia Fellow; Project Attorney, Northern Manhattan Immigrant Defense Project.** Developed and implemented immigration removal defense practice at the Northern Manhattan Coalition for Immigrant Rights, a non-profit community based organization. Provided counseling, advice and representation to immigrant families in all stages of removal proceedings, including witness and exhibit preparation, motion practice, administrative appeals, federal habeas corpus petitions and petitions for review. Provided trainings to staff at the Northern Manhattan Coalition for Immigrant Rights. Conducted workshops on naturalization and other administrative applications. Trained and supervised Columbia law school student interns. Developed pro bono project and worked with pro bono attorneys on cases arising out of the Project.

**New York, New York**

**November, 1997 - November, 2004**

**Staff Attorney, Immigration Law Unit.** Represented clients in all stages of deportation, exclusion and removal proceedings, including witness and exhibit preparation, motion practice, litigating appeals, administrative law practice and federal habeas corpus petitions. Represented clients in naturalization, adjustment and employment authorization cases before the Immigration and Naturalization Service. Provided trainings, presentations and assistance to community organizations and criminal defense attorneys.

**Brooklyn, New York**

**April, 1996 - October, 1997**

**Staff Attorney, Housing Law Unit.** Represented clients in individual housing court cases, including motion and trial practice, government benefits advocacy and litigating appeals. Provided assistance and training to community organizations.

**COLUMBIA LAW SCHOOL**

**Adjunct Professor; Immigration Defense Externship**

**Fall, 2006 - Present**

Co-teach a weekly two-hour seminar on the interaction between immigration law and criminal law. Also co-teach trial and litigation skills, including witness preparation, developing a theory of a case and ethical challenges of client representation. Students enrolled in externship participate in the weekly seminar and in a 10-12 hour externship with our office. Supervise students in their fieldwork placements. Developed syllabus.

**BROOKLYN LEGAL SERVICES, CORPORATION B**

**Brooklyn, New York**

**May, 1994 - March, 1996**

**Staff Attorney; Housing Law Unit.** Represented tenants in individual housing court cases which included initial client intake, benefits advocacy, settlement negotiations, motion and trial practice. Co-authored manual on utility rights of tenants in New York. Provided trainings, presentations and technical assistance to community organizations.

**COOPERS & LYBRAND**

**New York, New York**

**October, 1992 - April, 1994; Summer, 1991**

**Tax Associate.** Financial Services Industry Group - Provided tax services to not-for-profit organizations, investment firms and partnerships. Conducted federal and state tax research.

**OTHER EXPERIENCE:****NORTHERN MANHATTAN COALITION FOR IMMIGRANT RIGHTS****New York, New York****November, 2008 – December, 2013**

**Board Member, Vice Chair.** Collaborated with Executive Director to develop and implement the organization's long and short-term goals, fundraising plans, advocacy and policy goals, and overall strategies of the organization. Assisted Chair in presiding over Board of Director meetings. Assisted in initiating college intern program with Columbia College.

**NEIGHBORHOOD ECONOMIC DEVELOPMENT ADVOCACY PROJECT****New York, New York****February, 1996 - December, 2001**

**Board Member.** Assisted with planning of long-term goals and strategies of NEDAP which assists grassroots groups in community-based economic development, including challenges to red-lining and the development of affordable housing.

**EDUCATION:****NEW YORK UNIVERSITY SCHOOL OF LAW, New York, New York****J.D., May 1992**

Activities: Review of Law and Social Change, Staff Editor - 1990-1991; Washington Square Legal Services, Civil Rights Clinic; Unemployment Action Center, Co-Chairperson, Board Member; Latino Law Students Association

Honors: LSPIN Fellow; President's Award for Volunteerism and Community Service

**FORDHAM UNIVERSITY, New York, New York****May, 1985****Bachelor of Arts in History****AWARDS:**

2015 New York County Lawyers Association Public Service Award for distinguished service in the public sector

NMCIR Award for Outstanding Service to Immigrant Communities, June 2015

Honoree, Hispanic Heritage Month, The Legal Aid Society, September 2010

Recipient of Puerto Rican Bar Association's Hispanic Women's Award, March 2009

Recipient of Proclamation for Outstanding Service to the City of New York, City Council of New York, October 2006

**PUBLICATIONS:**

Author, *El Diario, La Prensa*, wrote weekly column regarding immigration issues, February, 2011 to December 2014.  
Co-Editor, Immigration Detention and Removal, A Manual for Volunteer Lawyers and Law Students, update  
Editor; Immigration Consequences of Criminal Convictions, Jailhouse Lawyer Manual, Columbia Law Review, Spring 2007

Co-Author, Introduction to Immigration Law: Interdivisional Training for New Case-Handlers, with Janet Sabel and Amy Meselson, September, 2003

**PRESENTATIONS AND TRAININGS:**

Presenter, "The World After Padilla v Kentucky," April 2013 ABA Annual Conference, Chicago, Illinois

Presenter, "Immigration Issues in Family Court," April 2013, The Legal Aid Society, New York, New York

Presenter, "Deferred Action for Childhood Arrivals (DACA)," September 2012, City Bar Justice Center, New York, New York

Presenter, "Immigration Court Practice," February 2012, The Legal Aid Society, New York, New York

Presenter, "Immigration and the Juvenile Delinquency Practice," November 2011, New York, New York

Presenter, "Screening and Advising Detained Immigrants in Removal Proceedings," May 2010, Wachtell, Lipton, Rosen & Katz, New York, New York

Presenter, "Representing Detainees in Bond Hearings," November 2009, Immigration Court, New York, New York

Presenter, "The Intersection of Criminal & Immigration Law, What You Don't Know May Hurt Your Client," City Bar Justice Center, February 2008, New York, New York

Presenter, "New York City Know Your Rights Project: Screening/Representing Clients Before the Immigration Court at Varick Street," December 2008

Trainer, "Mock Hearing: Representing Immigrants in Cancellation of Removal Proceedings," December 2009, Immigration Court, New York, New York

Presenter/Trainer, "Representing Clients Before the Immigration Court in New York," Simpson Thacher & Bartlett, December 2008; February, 2009; March 2011

**BAR AND OTHER MEMBERSHIPS:**

Admitted in New York State and United States District Courts for the Southern & Eastern Districts of New York

American Immigration Lawyer's Association, Member

**LANGUAGES:** Fluent in Spanish



Office of the Attorney General  
Washington, D. C. 20530

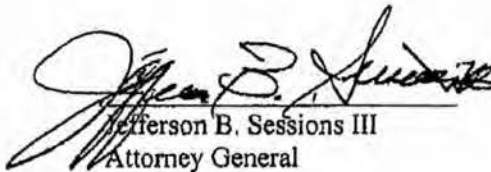
ORDER NO. 3936-2017

APPOINTING MARIA E. NAVARRO AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Maria E. Navarro as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/30/17  
Date

  
Jefferson B. Sessions III  
Attorney General



November 16, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Washington, DC 20530

Attention: Mr. Josh Chapman

Dear Mr. Josh Chapman:

Please accept for consideration, my enclosed application for the permanent, full-time Immigration Judge position in Los Angeles, California (Vacancy Announcement Number EOIR-16-1542665-JC).

As an experienced attorney, I have accumulated a diverse body of practical litigation experience in the field of immigration law as a trial attorney for the former Immigration & Naturalization Service (INS) and presently for Immigration & Customs Enforcement (ICE). I would like to continue to pursue my commitment to a career in public service by serving as an Immigration Judge. I believe I have all the necessary qualifications and attributes that would make me the best candidate for this position.

My interest in immigration law takes root from my family's immigration history. In 1975, my parents arrived in the United States as refugees following the Vietnam War. By twist of fate, I was born a United States citizen after they resettled in Southern California. As a result of my background, I have always had a keen interest in the complexities of our nation's immigration laws and have actively sought unique professional experiences to enrich my knowledge in this specialized field. To that end, I believe that I will be able to justly and fairly adjudicate cases in U.S. Immigration Court.

My past immigration litigation experience, demonstrated record of professionalism, strong commitment to justice and high ethical standards have made me an effective decision maker. If selected, I will bring practical knowledge, a strong sense of fairness, good work ethic, efficiency, integrity and diversity to the Immigration Court in Los Angeles, California and contribute greatly to the Executive Office for Immigration Review organization as a whole.

Please feel free to contact me with any questions or concerns. Thank you for your time and consideration.

Best regards,



An Mai Nguyen, Esq.

(b)(6)

Social Security Number: (b)(6)

California State Bar Number: 210217, admitted December 1, 2000

Highest Civilian Grade Held: GS 14-6



(b)(6)

(b)(6)

**U.S. Department of Justice**  
**Immigration & Naturalization Service**  
*Assistant District Counsel, September 2000- March 2003*

Los Angeles, CA

**U.S. Department of Justice**  
**Immigration & Naturalization Service, Office of the General Counsel**  
*Summer Law Intern, June- August 1999*  
Researched public policy issues; drafted legal memoranda and correspondence for attorneys in the Enforcement, Examinations and Employer Sanctions divisions

Washington, D.C.

**Immigrant Legal Resource Center**  
*Law Clerk, June- August 1998*  
Assisted staff attorneys in writing legal resource manuals published on political asylum, family visa petitions, immigration consultant fraud; taught community training programs for Hispanic communities in Central California

San Francisco, CA

**U.S. Department of State**  
**U.S. Mission to the United Nations**  
*Intern, January- March 1997*  
Attended U.N. Security Council meetings with Ambassadors and negotiation meetings with senior foreign service officers; analyzed international disputes and wrote reporting cables to the State Department and embassies

New York, NY

**U.S. Department of State**  
**American Embassy**  
*Intern, June- August 1996*  
Performed consular duties; assisted in adjudication of immigrant visas and birth of U.S. citizens abroad claims, processed Vietnamese refugee applications for the Orderly Departure Program, drafted Congressional correspondence; prepared reporting cables to Embassies and Department of State on adoptions

Bangkok Thailand

**MEMBERSHIPS** California State Bar, *Admitted December 1, 2000*  
National Conference of Vietnamese American Attorneys, Governing Board, 2013-present

**PUBLICATION** *The Torture Convention: A Gap Filler for the Holes in U.S. Asylum Policy Towards the Victims of Domestic Violence*, Comment, 30 Sw. U. L. Rev. 171 (2000)

**AWARDS/  
HONORS** ICE Outstanding Performance Rating Award, December 2002  
ICE Special Achievement Awards: 2009, 2010, 2011, 2013  
Nominee, Executive Office of U.S. Attorney's Outstanding Special Assistant United States Attorney Award, August 2010

**LANGUAGES** Fluent in Vietnamese, Conversational Spanish

**CITIZENSHIP** United States of America

**INTERESTS** Author of bilingual children's books, travel, culinary arts, yoga, photography



Office of the Attorney General  
Washington, D.C. 20530

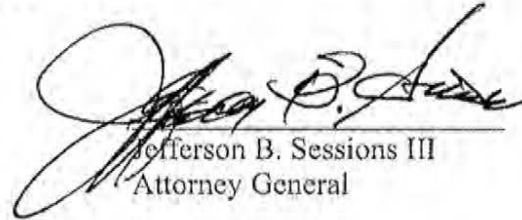
ORDER NO. 4159-2018

APPOINTING AN MAI NGUYEN AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint An Mai Nguyen as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

Date

5/14/18

  
Jefferson B. Sessions III  
Attorney General

# PATRICK S. O'BRIEN

(b)(6)

## EDUCATION

University of California, Hastings College of the Law, J.D. May 2000

California Polytechnic State University, San Luis Obispo, B.S. in Journalism June 1995

## EXPERIENCE

### United States Immigration and Customs Enforcement

February 2009 - present

*Assistant Chief Counsel*, Office of the Chief Counsel, San Francisco

February 2009 - present

Advise HSI special agents and managers on a wide range of issues related to the enforcement of criminal, customs, and administrative law. Conduct regular legal training. Represent ICE in immigration court, including master, individual, and bond hearings. Write and respond to motions, briefs, and appeals.

### United States Army Judge Advocate General's Corps

September 2001 - present

*Brigade Judge Advocate*, United States Army Reserve

April 2014 - present

Primary legal advisor for a medical brigade consisting of two thousand Soldiers. Advise commanders and staff on all aspects of the law, including military justice, administrative law, fiscal law, and ethics. Direct investigations and prosecute or pursue administrative action against Soldiers when appropriate.

*Senior Defense Counsel*, United States Army Reserve

January 2009 - March 2014

Supervised, mentored, and managed junior defense counsel and paralegals. Represented Soldiers facing administrative and non-judicial punishment, appearing before administrative tribunals where I presented cases in defense, challenged the government's evidence, and fought for a favorable disposition.

*Special Assistant United States Attorney*, Fort Lewis, WA

September 2007 - December 2008

Detailed to the U.S. Attorney's Office for the Western District of Washington to prosecute crimes committed on Ft. Lewis. Managed all aspects of cases, from advising law enforcement on investigations and charging decisions, to conducting all phases of trial from arraignment through appeal. Conducted regular training classes for several law enforcement agencies.

*Trial Defense Counsel*, Fort Lewis, WA and Afghanistan

October 2004 - August 2007

Served as the lead criminal defense counsel in over 30 courts-martial. Directed every aspect of trial, including drafting and arguing motions, negotiating plea deals, conducting voir dire, examining witnesses, and delivering opening statements and closing arguments. Handled multiple felony-level jury trials, including a complex premeditated murder trial, and other trials involving violent crimes, sexual assault and drug distribution.

*Trial Counsel/Prosecutor*, Fort Lewis, WA and Iraq

July 2003 - September 2004

Advised commanders on all legal issues, including military justice, operational law, fiscal law, and the law of war. Responsible for prosecuting Soldiers. Developed cases against insurgents being prosecuted in the Central Criminal Court of Iraq. Adjudicated claims made by Iraqis against the U.S. Army, paying out more than \$300,000.



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3927-2017

APPOINTING PATRICK S. O'BRIEN AS AN IMMIGRATION JUDGE  
FOR A PERIOD NOT TO EXCEED 14 MONTHS

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Patrick S. O'Brien as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), for a period not to exceed 14 months.

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/29/17  
Date

Jefferson B. Sessions III  
Attorney General



## Jennifer Leigh Page-Lozano

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(b)(6)

November 16, 2015

To: Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources

RE: Job Announcement Number EOIR-16-1542684-JC (Immigration Judge - Miami)

To Whom It May Concern:

I have provided my résumé, qualifying ranking factors statement, most recent performance appraisal, writing sample and SF-50 for your consideration. Also provided are three letters of recommendation from Immigration Judges before whom I have practiced. As my application materials reflect, my experience as a private immigration attorney, as an Assistant Chief Counsel with the Department of Homeland Security, and as an Attorney Advisor for the Board of Immigration Appeals (Board) uniquely fulfills the quality ranking factors for this position. Working for EOIR as a student law clerk instilled in me the desire to become a public servant, and the knowledge, skills, and abilities that I have acquired since that time will enable me to continue serving the public as an Immigration Judge.

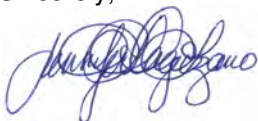
After admission to the Florida Bar, I opened my own practice in October 2006 in Tampa, Florida. I assisted numerous clients in obtaining lawful immigration status through family and employment-based petitions, as well as asylum applications. In doing so, I developed excellent analytical, research, and writing abilities. Due to the complex nature of immigration law and procedure, particularly with respect to employment-based immigration, most cases required extensive research of statutes, regulations, rulings, and policies to analyze their probable outcome. I applied my thorough research and analysis to developing case strategies and writing legal briefs, motions, memoranda of law, and letters of support. As a solo practitioner, I gained valuable skills such as case management, resource allocation, and prioritization which demonstrate my potential to perform effectively with a large case load.

In May 2009, I fulfilled my desire to become a public servant by joining the Department of Homeland Security. As an Assistant Chief Counsel with the Orlando Office of the Chief Counsel, I further honed my research and writing skills and developed the ability to perform effectively with a high volume case load. I litigated hundreds of cases before the Orlando Immigration Court and have successfully appealed numerous cases to the Board. My supervisors quickly recognized my strengths and assigned me to complex cases and special projects in addition to my normal assignments. As a BIA decision review committee member, I analyzed unpublished Board decisions and distributed salient information to my colleagues. I co-authored three editions of a criminal statute reference chart which required researching and analyzing the immigration consequences of Florida crimes and keeping abreast of changes in law to maintain the chart's accuracy. As a detained docket team member and as National Security Designated Attorney, I handled complex cases, prioritized multiple work assignments, and conducted swift legal research and analysis in response to time-sensitive issues, often without advance notice.

Earlier this year, I joined EOIR as an Attorney Advisor for the Board. In this capacity, I draw upon my litigation experience to review records of immigration court proceedings for fairness, correct application of law and procedure, and proper exercise of administrative discretion. I also apply my well-developed legal research and writing skills to research issues raised on appeal and draft formal appellate orders for review by Board members. This appellate-level experience has further developed my capability to serve as an Immigration Judge.

I would be pleased to further discuss my qualifications in an interview. Thank you for your time and consideration of my application.

Sincerely,



Jennifer Leigh Page-Lozano

## Jennifer Leigh Page-Lozano

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### Legal Experience

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**Department of Justice, Executive Office for Immigration Review**  
**Board of Immigration Appeals**  
**Attorney Advisor**

Falls Church, Virginia  
 07/2015-Present

- Analyze records of administrative proceedings, conduct legal research, and draft formal appellate orders for consideration by the Board of Immigration Appeals
- Review records of administrative proceedings for fairness, compliance with procedural requirements, and correct application of statutes, regulations, and precedents
- Assess whether the evidence in records of administrative proceedings adequately supports findings of fact
- Evaluate the exercise of administrative discretion
- Work performed on a full-time basis

**Department of Homeland Security, Immigration and Customs Enforcement**  
**Office of the Chief Counsel**  
**Assistant Chief Counsel**

Orlando, Florida  
 05/2009-07/2015

- Represented DHS in administrative proceedings before Immigration Judges, including detained and non-detained cases
- Conducted legal research and wrote legal briefs, motions, and memoranda of law
- Provided legal advice and training to DHS components
- Special assignments included:
  - National Security Designated Attorney, Top Secret Clearance
  - Detained docket team and point of contact for detention issues
  - Co-author of the first, second, and third editions of "Florida Criminal Statutes - Removability and Inadmissibility Chart" (a reference chart used in ICE offices nationwide)
  - BIA decision review committee
  - Drafting a memorandum of understanding with local USCIS field offices regarding the handling of removal proceedings of aliens with pending or approved applications or petitions
  - Revising and improving office workflow and procedures as part of a working group
- Work performed on a full-time basis

**PAGE-LOZANO, P.A.**  
**Solo Attorney – Practice Limited to Immigration and Nationality Law**

Tampa, Florida  
 10/2006-05/2009

- Advised clients in immigration matters, including employment-based and family-based immigration, nationality, naturalization, asylum, removability, and inadmissibility issues
- Represented clients in matters before USCIS, ICE, Department of Labor, Department of State, and Immigration Courts
- Researched and interpreted immigration laws, regulations, rulings, and policies, and analyzed the probable outcome of cases
- Developed case strategies and wrote legal briefs, motions, memoranda of law, and letters of support
- Reviewed and monitored proposed legislation, practice advisories, and public media related to immigration law, policy, and issues
- Managed law practice administration and accounting
- Work performed on a full-time basis

**Fowler White Boggs Banker, P.A.**  
**Law Clerk – International/Immigration Practice Group**

Tampa, Florida  
 09/2005-05/2006

- Reviewed client files, researched applicable sources of law, and prepared written memoranda on questions of immigration law for attorneys and paralegal staff
- Researched and prepared briefs and legal arguments for use by attorneys
- Drafted templates for client communications

**Gulfcoast Legal Services**  
**Immigration Clinic Student Intern**

St. Petersburg, Florida  
08/2005-12/2005

- Conducted legal research and analysis for briefs and arguments in immigration cases
- Interviewed detained and non-detained potential clients, gathered facts about potential clients' cases, and investigated possible avenues of relief
- Drafted written communications between attorneys and clients

**Department of Justice, Executive Office for Immigration Review**  
**Bradenton Immigration Court**  
**Student Law Clerk for the Hons. R. Kevin McHugh and Gail B. Padgett**

Bradenton, Florida  
05/2005-08/2005

- Reviewed court proceedings and documents filed by respondents and DHS to draft written decisions for Immigration Judges
- Researched questions of law and prepared written legal memoranda for Immigration Judges

**Education**

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**Stetson University**  
***Juris Doctor, cum laude – Concentration in International Law***

Gulfport, Florida  
May 2006

- *Honors and Activities:* William F. Blews Pro Bono Service Award, Honors Program, Leadership Development Program, Phi Delta Phi Member, Highest Grade in Constitutional Law I-Section 1, Honor Roll-Fall 2005, Dean's List-Spring 2004

**University of South Florida**  
***Master of Public Health – Accelerated Program***

Tampa, Florida  
May 2003

- *Honors and Activities:* Honors Program, Florida Department of Education – Florida Academic Scholarship, Phi Kappa Phi Honor Society, Golden Key National Honor Society

**University of South Florida**  
***Biology Undergraduate Program***

Tampa, Florida  
1997-1999

- *Honors and Activities:* Arts and Sciences Honor Society, Biology Honors Program

**Memberships**

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Member of the Florida Bar, admitted 09/28/2006  
Member of the Minnesota Bar (inactive status), admitted 10/10/2007  
Solicitor of the Senior Courts of England and Wales, admitted 12/03/2012

**Skills**

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Computer skills	PC/Mac, Microsoft Office Suite, Word Perfect, Adobe Acrobat Professional, Westlaw, Lexis
Languages	Read, write, and converse in Spanish at an advanced level



**Office of the Attorney General**  
Washington, D.C. 20530

ORDER NO. 3878-2017

**APPOINTING JENNIFER PAGE-LOZANO AS AN IMMIGRATION JUDGE**

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jennifer Page-Lozano as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

March 23, 2017

Date

  
Jefferson B. Sessions III  
Attorney General

November 21, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike  
Suite 2300  
Falls Church, VA 22041

To Whom It May Concern:

I am writing to express my interest in the Immigration Judge position available in San Francisco with the Executive Office for Immigration Review (EOIR). I am currently a Deputy Chief Counsel with the Office of the Chief Counsel, Immigration and Customs Enforcement in San Francisco California. In my time as Deputy Chief Counsel, a Senior Attorney and an Assistant Chief Counsel with Immigration and Customs Enforcement, I have dedicated myself to creating a positive working environment and an efficient office as well as to continually developing my knowledge of the immigration laws. My accomplishments demonstrate fairness, integrity, judgment, organizational skills, communication skills, reliability, perseverance, decisiveness, initiative, and professionalism.

My experience as Deputy Chief Counsel has allowed me to develop a calm and equanimous demeanor. As Deputy Chief Counsel, I supervised a large number of attorneys and support staff. I treated my supervisees with respect and professionalism so that they felt valued. I built trust between myself and my supervisees and worked to create an office that strives to continually improve. I communicated with my staff clearly, set expectations, and took decisive action with my supervisees to create an environment in which success was rewarded. Further, with low achieving employees, I employed empathy, compassion and patience to attempt to raise their performance levels. Though, when employees failed to meet the standards of our office, I held them accountable and took the appropriate employment action.

My knowledge of immigration law has always been one of my strengths. As a Senior Attorney, I created our first formalized training program in our office. The training program focused on new attorneys and attorneys that have been with the Department for two to five years. I created most of the fifteen different training modules, including a mock trial training module. The program provided new attorneys with a solid foundation on courtroom practices, immigration law, administrative practices, and legal writing. My training for attorneys with two to five years of experience focuses on detention authority, administrative removals, parole and a number of more complex areas of law for our attorneys. The training program was very successful and provided the tools necessary for our attorneys to be more successful before EOIR.

Lastly, my experience as an Assistant Chief Counsel has provided me the skills and ability to handle a high volume and fast paced environment. As an Assistant Chief Counsel, I litigated



over a thousand cases over the five years that I regularly appeared before the immigration court in San Francisco. I litigated a number of complex issues, including issues ranging from material support to terrorist organization, claims of U.S. citizenship, and marriage fraud. During most of my time as an Assistant Chief Counsel, we were heavily understaffed and I was in court often 70% of my time.

I believe I have the requisite temperament and skill-set to be a successful Immigration Judge. I look forward to hearing from you in the future.

Sincerely,

Joseph Y. Park  
Deputy Chief Counsel  
Office of the Chief Counsel

<b>Education</b>	<b>University of Washington School of Law</b> <i>Juris Doctor, June 2002</i>	<b>Seattle, Washington</b>
	<b>Amherst College</b> <i>Bachelors of Arts, History, concentration in Latin American History, June 1994</i>	<b>Amherst, Massachusetts</b>
<b>Professional Experience</b>	<b>Department of Homeland Security, Immigration and Customs Enforcement</b> <i>Deputy Chief Counsel, March 2011- Present</i>	<b>San Francisco, California</b>
	Supervised up to eighteen attorneys, two mission support staff, and the supervisory legal assistant, who in turn supervised fourteen support staff employees. Reviewed all appeals filed with the Board of Immigration Appeals and worked with the Office of Immigration Litigation on cases at the Ninth Circuit Court of Appeals. Worked on employment law issues for our two clients, Enforcement Removal Operations (ERO) and Homeland Security Investigations (HSI). Employment law issues included disciplinary actions, adverse actions, removals, and fitness for duty, claims of discrimination, retaliation, and non-selection cases. Reviewed all written work submitted by my attorneys and reviewed all cases that had hearings in front of Merit System Protection Board and Equal Employment Opportunity Commission. Advised ERO and HSI on substantive legal issues ranging from Fourth Amendment issues to detention and removal of aliens from the United States. Reviewed attorney work product on worksite enforcement cases and reviewed Notice of Intent to Fine (NIF) companies in Northern California. NIFs ranged from \$10,000 to over \$300,000. Supervised attorney work product and litigation in Immigration court and written work before the Board of Immigration Appeals. Managed and reviewed our \$50,000 annual budget, staffing, and emergency response teams with the mission support staff.	
	<b>Department of Homeland Security, Immigration and Customs Enforcement</b> <i>Senior Attorney, September 2007- March 2011</i>	<b>San Francisco, California</b>
	Training team leader. Created a comprehensive training plan for new and journeymen attorneys, support staff and the client. Created, coordinated and delivered numerous trainings to attorneys, staff and the client. Designed and implemented the Immigration Judge team calendaring process. Designed and implemented Vertical Prosecution pilot program to ensure that technology is used to ease management of over forty attorneys' calendars and sixteen immigration judges' dockets. Distributed the newest technology to the Assistant Chief Counsels in order to prepare for Vertical Prosecution. Formally mentoring twelve new attorneys including the review of written work and litigation techniques. Assigned to act as Deputy Chief Counsel which requires the supervision of attorneys and support staff, assigning work to attorney and staff, providing legal guidance, editing attorney written work, and making recommendation on joint motions to reopen.	
	<b>Department of Homeland Security, Immigration and Customs Enforcement</b> <i>Assistant Chief Counsel, September 2002 – September 2007</i>	<b>San Francisco, California</b>
	Provided representation of the United States Government in immigration removal hearings. Litigated dozens of complex immigration court cases involving human rights abusers, national security threats and serious criminal aliens. Wrote motions, briefs and appeals for the immigration court and the Board of Immigration Appeals. Provided legal approval for administrative removals for aggravated felons and the stipulated removal of aliens. Conducted analysis on joint motions to reopen and prosecutorial discretion for the Chief Counsel. Issued approvals of Notices to Appear for ICE Agents. Chosen as GEMS superuser, which entailed providing attorney and staff training, implementing new processes to reduce reliance on the paper alien file and reviewing attorney work product. Created a comprehensive system to review attorney work-product, produced road map for greater future implementation GEMS, and provided training for all attorneys and staff.	
<b>Additional Information</b>	<b>University of Washington: Student Legal Services</b> <i>Rule 9 Legal Intern, December 2001 – June 2002</i>	<b>Seattle, Washington</b>
	Worked with clients directly in legal matters ranging from landlord – tenant disputes to dissolution of marriages. Wrote briefs, legal memorandum, and appeared in court on behalf of clients.	
	<b>Department of Justice: United States Attorney's Office</b> <i>Law Clerk, June 2001 – September 2001</i>	<b>Seattle, Washington</b>
	Researched and wrote memoranda on a variety of legal issues including: attorney-client privilege, plea agreements, and spousal privilege. Received exposure to tax, bankruptcy, and real estate law as well as criminal procedure and the federal rules of evidence. Assisted in drafting a motion in opposition to withdraw a plea agreement.	
	Admitted to the California Bar in 2003. Recipient of special achievement award or performance award in 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013 and 2014 by San Francisco Office of the Chief Counsel.	



Office of the Attorney General  
Washington, D.C. 20530

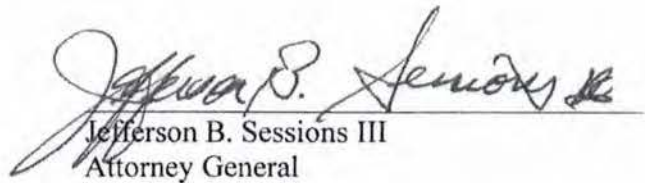
ORDER NO. 4006-2017

APPOINTING JOSEPH Y. PARK AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Joseph Y. Park as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

Date

10/18/17

  
Jefferson B. Sessions III  
Attorney General



# PEÑALOSA & ASSOCIATES, P.C.

ATTORNEYS AT LAW

September 2, 2014

Honorable Juan P. Osuna  
Director, Executive Office for Immigration Review  
Honorable Brian M. O'Leary  
Chief Immigration Judge  
5107 Leesburg Pike, Suite 2300  
Washington, D.C., 20530

RE: José Luis Peñalosa  
Applicant for U.S. Immigration Judge

The Honorable Juan P. Osuna & Brian M. O'Leary-

I am pleased to have the opportunity to formally submit my application and supporting documents for a position as a U.S. Immigration Judge.

I believe that my years as an experienced immigration law attorney, leadership training, judicial experience, and service as a volunteer lawyer serves to provide me with a solid foundation to transition and become a U.S. Immigration Judge.

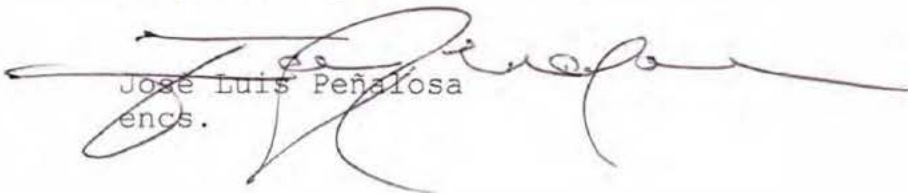
Along with this letter, I am enclosing my letters of recommendation from the Honorable (b)(6)

(b)(6) and Deputy Chief Counsel (b)(6)

(b)(6) Additionally, I am including my resume documenting my education, leadership training, judicial experience, and service as a volunteer lawyer. Lastly, I am including my answers to the six (6) related to the quality ranking factors ("QFR's").

I look forward to having the opportunity to meeting you and discussing my candidacy.

Respectfully,

  
José Luis Peñalosa  
encs.

Jose Luis Peñalosa, Jr.

(b)(6)

#### State Bar Memberships

State Bar of Colorado  
Denver, Colorado  
Attorney Bar #019923  
October, 1990-Present

State Bar of Arizona  
Phoenix, Arizona  
Attorney Bar #014000  
December, 1991-Present

#### Court Admissions

U.S. Court of Appeals, 9<sup>th</sup> Circuit, San Francisco, California  
U.S. District Court, District of Arizona, Phoenix, Arizona

#### Judicial Experience

Judge Pro Tempore, Maricopa County Superior Court  
July, 2014-Present  
Conduct and preside over criminal court proceedings including  
rights advisals, review of custody conditions, change of pleas,  
and sentencing hearings.

Court Assigned Arbitrator, Maricopa County Superior Court  
January, 1996-Present  
Serve as arbitrator of civil lawsuit claims less than \$50,000.00;  
Conduct hearing and render written decision.

#### Professional Associations

Member, American Immigration Lawyer's Association

#### Education

Arizona State University College of Law  
Tempe, Arizona  
August, 1986 thru May, 1989  
Juris Doctorate Degree

University of California, Los Angeles  
Los Angeles, California  
September, 1983 thru March, 1986  
Bachelor of Arts Degree-Political Science



Palomar Community College  
San Marcos, California  
September, 1980 thru June, 1983  
Associate of Arts Degree

#### Professional Employment History

Represent, provide, and manage the delivery of competent, ethical, and professional legal services to clients involved in bond and removal proceedings before the U.S. Department of Homeland Security, the Phoenix, Eloy, Tucson, and Florence, Arizona Immigration Courts and the Board of Immigration Appeals regarding the following types of matters-cancellation of removal, adjustment of status, asylum, voluntary departure, 212c waiver, alien smuggling, TPS, derivative citizenship, deferred action, rescission proceedings, NACARA, legalization appeals, termination of proceedings, and naturalization. Provide direct representation of immigrants in criminal court proceedings.  
Supervise, instruct, and manage employees.

Peñalosa & Associates, P.C.  
Full-Time  
May, 2003-Present  
Immigration Lawyer  
Phoenix, Arizona & San Diego, California

Peñalosa & Eslava-Grunwaldt, P.C.  
Immigration Lawyers  
Full Time  
January 2001-May 2003  
Phoenix, Arizona

Jose Luis Peñalosa, Jr., Attorney at Law  
Full Time  
May, 1993 thru January, 2001  
Phoenix, Arizona

Friendly House, Inc. (BIA Accredited Agency)  
May, 1991 thru May, 1993  
Staff Immigration Lawyer for BIA accredited agency responsible for management of employees with volume caseload. Conducted group consultations, community outreach for IRCA cases, coordinated and held naturalization ceremonies with the INS and U.S. District Court. Direct case representation of Respondents with IRCA cases. Direct court representation of Respondents involved in either deportation or exclusion proceedings pertaining to 212c waiver applications, suspension of deportation, adjustment of status, termination of proceedings, voluntary departure, IRCA rescission proceedings, family fairness, registry, and bond proceedings.

#### Professional Leadership Training Programs

Fellow, Flinn-Brown Civic Leadership Academy  
September, 2012 to Present  
Phoenix, Arizona

Graduate, Valley Leadership  
August, 2011-June, 2012  
Phoenix, Arizona

Graduate, Hispanic Leadership Institute-Valle Del Sol  
February, 2011-June, 2011  
Phoenix, Arizona

Graduate, Scottsdale Leadership, Inc.  
September, 2009 thru May, 2010

Graduate, Scottsdale Police Department's Citizens' Academy  
Scottsdale, Arizona  
March, 2010 thru May, 2010

#### Volunteer Lawyer-Community Service

United Farm Workers (UFW)  
Weekly Radio Show Guest on La Campesina's "Despierta" Morning  
Radio Program. Provide political and legal commentary on  
immigration related issues, and answer questions from callers.  
Radio show coverage runs from Yuma, Arizona thru the San Joaquin  
Valley, California area.  
October, 2012-Present

Mi Familia Vota (MFV) Citizenship Project (Volunteer Lawyer)  
March 2010-Present  
Participate in community forums encouraging naturalization,  
provide legal analysis of naturalization laws, complete and review  
N-400 applications in a group setting for aspiring U.S. citizens.  
Phoenix, Arizona

Arizona Dream Act Coalition (ADAC) (Volunteer Lawyer)  
Provided direct court representation of Dreamers pre-DACA, conduct  
group DACA seminars, participate in DACA workshops, provide legal  
consultations, and review of DACA applications for "No Dream  
Deferred" program.  
October, 2010-Present  
Phoenix, Arizona

United Farm Workers (UFW) Volunteer Lawyer  
January, 2011-January, 2013  
Participated, conducted, and provided legal representation in  
group community settings for persons applying for naturalization  
and deferred action.  
Phoenix, Arizona

Proyecto San Pablo (American Beginnings)  
Volunteer Lawyer, Pro Bono, and Low Fee Attorney Representation  
Traveled once a week from Phoenix to Yuma to meet with clients  
with regard to their immigration matters. Conducted and hosted  
community outreach events and naturalization fairs.  
1995-2000  
Yuma, Arizona

Board of Directors-Community Service

Friendly House, Inc.  
BIA Accredited Agency for Immigration Services  
Immigration Program Committee Chair  
Board member responsible for development of FH's immigration  
department to meet the needs of the community.  
January, 2013-Present  
Phoenix, Arizona

Friends of the Scottsdale Library  
Member of the Board of Directors. Collaborated with the Board and  
community to raise money to support the library's literacy  
programs for youth and adults.  
June, 2011-June, 2013  
Scottsdale, Arizona



Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3865-2017

APPOINTING JOSE L. PEÑALOSA, JR. AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jose L. Peñalosa, Jr. as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

3/20/17  
Date

Jefferson B. Sessions III  
Jefferson B. Sessions III  
Attorney General

**LEGAL EXPERIENCE**

**DEPARTMENT OF JUSTICE, EXECUTIVE OFFICE FOR IMMIGRATION REVIEW**, Falls Church, Virginia  
*Senior Counsel for Immigration, July 2013 to Present*  
*Associate General Counsel, February 2011 to July 2013*  
*Annual Salary: \$151,496. Hours per week: 40. Supervisor: (b)(6)*

- Supervise seven employees, including five attorneys.
- Serve as lead agency counsel for major federal class action litigations. Advocate on behalf of EOIR in hearings before District Court judge, meetings with Special Master, and negotiations with opposing counsel. Strategize and coordinate with senior officials from the Executive Office for Immigration Review (EOIR), the Department of Justice and the Department of Homeland Security regarding same. Provide legal advice and training to agency components regarding compliance with court rulings. Draft, review and analyze briefs and other court submissions.
- Coordinate and manage EOIR's regulatory program. Serve as a primary point of contact for regulatory inquiries from internal and external stakeholders. Represent EOIR at intra-agency and inter-agency meetings regarding regulations. Review and revise draft regulations and responses to petitions for rulemaking on a wide range of immigration laws and procedures.
- Analyze and comment on legislation proposing to amend the Immigration and Nationality Act.
- Provide strategic advice and recommendations to Director, Deputy Director, and other senior officials regarding development, analysis and implementation of policy initiatives.

**HOGAN LOVELLS US LLP**, Washington, District of Columbia  
*Associate, Immigration & International Trade Group, September 2002 to February 2011*  
*Summer Associate, May 2001 to August 2001*  
*Annual Salary: \$165,000. Hours per week: 40-50. Supervisor: (b)(6)*

*International Trade Group Duties*

- Advocated on behalf of clients in litigation proceedings before the U.S. Department of Commerce (USDOC), U.S. International Trade Commission (USITC), U.S. Court of International Trade (CIT), North American Free Trade Agreement (NAFTA) Binational Panels and the World Trade Organization (WTO) Dispute Settlement Body.
- Provided strategic advice and legal counsel to clients related to appellate litigation before the CIT and NAFTA Binational Panels, and prepared briefs related thereto.
- Served in principal role in trade remedies proceedings before the USDOC and USITC, including drafting briefs, researching and analyzing complex legal issues related thereto, responding to questionnaires, managing on-site investigations and advocating orally in hearings.
- Represented a foreign government in an international trade dispute before the WTO Dispute Settlement Body, including drafting correspondence, memoranda and formal submissions.
- Managed, trained and supervised legal assistants, and associate attorneys, including review of their work product and provision of input into their performance evaluations.
- Served as *pro bono* counsel to the International Food and Agricultural Trade Policy Council.



### *Immigration Group Duties*

- Provided individual and corporate clients with legal counsel and representation before the U.S. Citizenship and Immigration Services, the U.S. Department of State and the U.S. Department of Labor regarding a wide range of immigration-related matters.
- Served as principal attorney in charge of researching and addressing complex legal matters raised by clients involving sensitive factual information and novel legal issues.
- Managed, trained and supervised legal assistants, and junior and mid-level associates, including review of their work product and provision of input into their performance evaluations.
- Researched, analyzed and ensured compliance with the Immigration and Nationality Act, applicable regulations, administrative and judicial case law, and policy guidance.
- Served as *pro bono* counsel on behalf of applicants for asylum and hardship waivers, and self-petitioners under the *Violence Against Women Act*.

### **DEPARTMENT OF JUSTICE, EXECUTIVE OFFICE FOR IMMIGRATION REVIEW, Miami, Florida**

***Judicial Law Clerk, May to August 2000***

*Summer Grant: \$4500. Hours per week: 40. Supervisor: Judge (b)(6)*

- Worked closely with Immigration Judges on all aspects of adjudication, including reviewing administrative records, analyzing and novel issues of immigration law and drafting final decisions.

### **ADDITIONAL PROFESSIONAL EXPERIENCE**

#### **JAPAN EXCHANGE AND TEACHING PROGRAM, Kagoshima City, Japan**

***Language Teacher/International Affairs Advisor, July 1997 to July 1999***

*Annual Salary: \$30,000. Hours per week: 40. Supervisor: (b)(6)*

- Taught English as a foreign language at elementary, junior high and high schools, and provided private English lessons for local business professionals.
- Served as a resource for the Board of Education on issues of international exchange and education.

### **EDUCATION**

#### **NEW YORK UNIVERSITY SCHOOL OF LAW, New York, New York**

***Juris Doctorate, May 2002***

Writing Requirement: *The Uncertain Future of Proposed INS Regulations Governing Asylum Claims Based on Domestic Violence*

Honors & Activities: Articles & Notes Editor, *Journal of International Law and Politics*  
Teaching Assistant, Professor Helen Hershkoff, Civil Procedure (LLM)  
Recipient, Public Interest Center Grant

**COLUMBIA UNIVERSITY**, New York, New York  
***Bachelor of Arts***, History, May 1997

Honors & Activities: *Robert Pollack and Michael Shapiro Scholarship*. Awarded for academic achievement and commitment to public service  
*King's Crown Award*. Awarded for commitment to public service.  
Resident Advisor and Community Program Advisor, Residence Halls.  
Student Advisor, Orientation & First-Year Advising Program  
Program of Assistance for Immigrants and Refugees, Coordinator and Mentor

**UNIVERSITÉ STENDHAL-GRENOBLE III**, Grenoble, France  
***Diplome d'Etudes***, January 1996 to June 1996

**ADDITIONAL INFORMATION**

Member (2003-Present), Maryland and District of Columbia Bars  
Member (2004-2011), U.S. Court of International Trade  
Member (2004-2011), American Immigration Lawyers' Association



Office of the Attorney General  
Washington, D.C. 20530

ORDER NO. 3870-2017

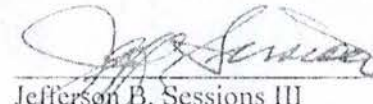
APPOINTING HELAINE R. PERLMAN AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Helaine R. Perlman as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

Date

3/20/17

  
Jefferson B. Sessions III  
Attorney General

November 4, 2015

Josh Chapman, HR Specialist  
Office of Human Resources  
U.S. Department of Justice  
Executive Office of Immigration Review  
5107 Leesburg Pike, Suite 2300  
Washington, DC 20530 22041

Re: Job Announcement # EOIR-16-1542767-JC (San Francisco, California)

Dear Mr. Chapman and Hiring Committee,

I am submitting my cover letter and supporting documentation to be considered for the Immigration Judge position (IJ-0905-00) located at the immigration court in San Francisco, California. If selected for this honorable position, the Executive Office for Immigration Review will greatly benefit from my extensive experience litigating immigration cases and my professional demeanor. While the immigration court in San Francisco would gain a well-qualified and dedicated immigration judge, I would have the privilege of working among the most talented and distinguished minds in the legal profession.

I have been quite successful over the past fourteen years of my demanding legal career because I remain calm in high pressure and time-sensitive situations. My challenging immigration cases and investigations require me to exercise effective discretion and independent judgment before selecting the best courses of action. As a civil law attorney, defense counsel, prosecutor and regional judge advocate with the Department of Defense, and as an Assistant United States Attorney with the Department of Justice, I have significant experience conducting administrative and criminal hearings, status conferences, advising attorneys and law enforcement, overseeing the discovery process, negotiating settlements and managing large case loads. I have a Top Secret/SCI clearance that enables me to assist the FBI with their investigation and prosecution of National Security cases. Meanwhile, I continue to mentor junior attorneys in our office and screen incoming cases, while conducting criminal investigations, preparing for trials and writing appellate briefs in criminal immigration cases and more.

I continue to serve my country as a reserve officer (Lieutenant Colonel select) in the United States Marine Corps. As a supervisor in the Reserve Legal Support unit, I have mentored junior attorneys, conducted formal and quasi-judicial criminal hearings, and provided a wide array of legal advice to military commands and legal assistance, including immigration advice, to service members, their families and retirees.

My experiences over the past fourteen years have well prepared me to adjudicate the most complicated and sensitive cases assigned to the immigration court in San Francisco, California.

I would greatly appreciate the opportunity to meet with your hiring committee at their convenience. Please don't hesitate to contact me if I can provide you with additional information or documentation. Thank you very much for your time, attention and consideration of my application.

Very respectfully,

*Cory M Picton*

Cory M. Picton

Assistant United States Attorney

(b)(6)





**CORY M. PICTON**

[cory.picton@usdoj.gov](mailto:cory.picton@usdoj.gov)

(b)(6)

Federal civilian grade AD 29 (job series 0905) since June 5, 2011

**Admissions** Licensed on September 27, 2000 to practice law in the state of Missouri (reciprocal eligible);  
Sworn in 2008 to practice in the United States District Court of Arizona and the Ninth Circuit Court of Appeals

EXPERIENCE

**UNITED STATES DEPARTMENT OF JUSTICE** June 2008 to Present (Full-time)  
*Assistant United States Attorney, District of Arizona*, Tucson, Arizona

Prosecute immigration, national security and other federal criminal cases using investigative techniques involving grand jury subpoenas, video and physical surveillance, search warrants, pen and trap, trap and trace; and all aspects of trial preparation and case management, including planning/implementation of litigation strategy, conducting preliminary/grand jury hearings, depositions, pretrial negotiation, litigating pretrial motions, and all phases of litigated trial and sentencing proceedings through appeal and habeas corpus actions. Coordinate with U.S. Marshals, FBI, other federal agencies and local police regarding courthouse, district office and personnel security measures and emergency response as the Office Security Manager with Top Secret clearance.

Specific accomplishments include:

- Won eight criminal immigration appeals with the Ninth Circuit Court of Appeals
- Successfully prosecuted three-week real estate investment/mortgage fraud trial in which individual victims' losses exceeded \$900,000.
- Sole/Lead counsel in ten felony criminal trials.
- Prosecuted over 1000 felony cases involving a wide range of complex immigration, alien smuggling, narcotics and firearms trafficking, white collar, violent crimes, bulk cash smuggling and other general crimes.

**UNITED STATES MARINE CORPS** October 2001 to Present (Full-time through 2008)  
*Regional Judge Advocate, United States Marine Corps Reserve* (2008 to Present) (Part-time)

Conduct and preside over formal, quasi-judicial hearings. Conduct criminal investigations and administrative hearings. Provide Marine Corps commands, active duty military members, their family members and retirees with military justice support, pre-deployment legal assistance and personal legal matters. Assist clients with immigration advice, divorce and child custody disputes, consumer problems, contracts, debt and credit problems, wills, powers of attorney, and spousal and child support.

Specific accomplishments include:

- Attorney Supervisor in 2013 and 2014.
- Member of Reserve Judge Advocate Command Support Section that was awarded the ABA 2010 Distinguished Service Award

**Government Prosecutor**, Naval Station Norfolk, Virginia (2004 to 2008) (Full-time)  
Prosecuting violations of the Uniform Code of Military Justice and the United States Code.  
Specific accomplishments include:

- Lead prosecutor in highly publicized capital murder case.
- Prosecuted online child solicitation case from the Dateline NBC series “To Catch a Predator.”
- Sole/Lead counsel in two dozen federal criminal trials.
- Prosecuted over 100 cases involving murder, kidnapping, rape, sexual assault, online solicitation, aggravated assault, conspiracy, impersonating law enforcement, identity theft, hazing, carnal knowledge, obstruction of justice, child sexual exploitation, drug distribution.

**Special Assistant United States Attorney, Eastern District of Virginia**, Norfolk, Virginia  
(2005 to 2006) (Part-time)

Represented the interests of six area military bases (including Navy, Marine Corps and Army) by prosecuting 400 class 1 misdemeanor cases while conducting probation hearings, detention hearings, and grand jury investigations in the United States District Court, Eastern District of Virginia.

**Defense Counsel**, Marine Corps Base, Camp Pendleton, California (2003 to 2004) (Full-time)  
Defended Marines and Sailors in criminal courts-martial, administrative separation hearings, and pretrial confinement hearings, with full oversight of initial investigations, trial planning, motions practice, discovery, legal research, and courtroom advocacy. Specific accomplishments include:

- Defended 43 marines and sailors in federal criminal trials

**Civil Law Attorney**, Marine Corps Base, Camp Pendleton, California (2001 to 2003) (Full-time)  
Facilitate Federal employment hearings. Conduct criminal investigations and hearings. Provide legal advice to the Commanding General, subordinate commanders and civilian department heads in areas of employee conflict, ethics and standards of conduct, administrative, environmental and regulatory compliance. Legal representative on Armed Forces Disciplinary Control Board, Family Advocacy Review Committee and Public Private Venture Housing Committee.  
Specific accomplishments include:

- Assisted in preparing, drafting and coordinating the Camp Pendleton memorandum to the Office of Legislative Affairs; successfully requesting temporary exemption from the Deputy Assistant to the Secretary of the Navy “Utility Privatization Program”

## EDUCATION

**SAINT LOUIS UNIVERSITY SCHOOL OF LAW**, St. Louis, Missouri 2000  
*Juris Doctor*

**DOMINICAN UNIVERSITY OF CALIFORNIA**, San Rafael, California 1995  
*Bachelor of Arts in Political Science*

**ST. IGNATIUS COLLEGE PREPARATORY**, San Francisco, California 1991



Office of the Attorney General  
Washington, D. C. 20530

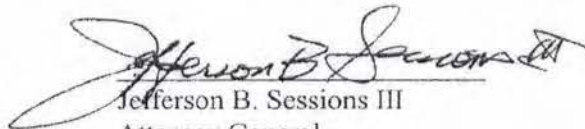
ORDER NO. 4002-2017

APPOINTING CORY M. PICTON AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Cory M. Picton as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

10/13/17  
Date

  
Jefferson B. Sessions III  
Attorney General

**FRANK T. PIMENTEL**

(b)(6)



**EDUCATION AND PROFESSIONAL CREDENTIALS**

**Admitted to Practice -- New York (1995), District of Columbia (2000), Virginia (2003)**

**Juris Doctor, University of Notre Dame Law School, cum laude, 1994**

- Executive Articles Editor, Journal of Legislation
- Teaching Assistant, First-Year Legal Writing
- Winner, William T. Kirby Award for Excellence in Legal Memorandum Writing

**Bachelor of Arts, English, University of Notre Dame, 1987**

- U.S. Army ROTC scholarship

**PROFESSIONAL WORK HISTORY**

**Assistant United States Attorney, Western District of New York, Buffalo, New York, 4/12-present**

Federal prosecutor in the principal United States Attorney's office for the 17 counties in Western New York. Guide investigations of, obtain indictments for, resolve, and try narcotics (including street, diverted prescription, and synthetic drugs), money laundering, firearms, and violent crime cases. Have first-chaired three jury trials and second-chaired three jury trials to verdict.

**Assistant United States Attorney, Southern District of Texas, Laredo, Texas, 1/09-3/12**

Federal prosecutor in an extremely busy Southwest border division office. Reviewed, guided investigations of, obtained indictments for, resolved, and tried narcotics trafficking, alien trafficking, alien re-entry, Passport fraud, money laundering, counterfeit goods trafficking, and import-export smuggling cases. First-chaired three jury trials to verdict. Authored two appellate briefs, arguing one at the United States Court of Appeals for the Fifth Circuit.

**Senior Associate, Mintz Levin Cohn Ferris Glovsky and Popeo, P.C., Washington, D.C., 9/04-1/09**

Senior associate attorney in the Washington, D.C. office of an "American Lawyer 100" law firm, assigned to the firm's Employment, Labor, and Benefits section. Represented clients in complex litigation involving wage and hour (FLSA) compliance, non-competition/non-solicitation agreements, and employment contract disputes. Results included defense of an FLSA collective action successfully limiting the opt-in rate to 8.5%, less than half of normal rates, and persuading the court to reverse itself on a complex damages ruling thereby reducing the award by \$150,000. Persuaded another court to completely deny conditional certification of a putative FLSA collective action class.

**Litigation Associate, Reed Smith LLP, Falls Church, Virginia, 9/99-9/04**

Associate attorney in the Falls Church, Virginia office (and previously in the firm's Washington, D.C. office) of an "American Lawyer 100" law firm, assigned to the firm's Virginia/D.C. Market Trial Group. Authored and argued pleadings, including dispositive motions, offensively and defensively. Took and defended depositions. Drafted written discovery pleadings and oversaw production and receipt of documentary discovery. Served on the trial team in two complex multi-week/month trials, and in one week-long arbitration.

**Assistant Public Defender, Monroe County Public Defender's Office, Rochester, New York, 9/95-8/99**

Represented indigent criminal defendants charged with felony offenses at all stages, including preliminary hearings, grand jury presentation, post-indictment motions practice, evidentiary hearings and trials, with autonomy over and responsibility for more than 200 cases annually. Negotiated favorable plea-bargains. Advised and explained criminal law and procedure to clients. Counseled clients regarding appropriate rehabilitation options.

**Law Clerk, Honorable David G. Larimer, Judge, United States District Court for the Western District of New York, 8/94-9/95**

Assisted U.S. District Court judge in research, motion/trial preparation, and drafting decisions and orders. Attended conferences, court proceedings, and trials. Advised counsel regarding court procedures and status of cases.

**Community Planner, Nakata Planning Group Inc., Colorado Springs, Colorado, 9/90-8/91**

Compiled a comprehensive list of all U.S. Army real property within Alaska, and developed a facilities allotment plan for a hypothetical force augmentation in defense of Alaska. Completed project was a 300-page document used by the Director of Engineering and Housing, U.S. Army, Alaska.

**U.S. Army Field Artillery Platoon Leader/Deputy Commander/Staff Officer, Oklahoma/Turkey/Colorado, 9/87-9/90**

Responsible for tactical intelligence, training, maintenance and soldiers' well-being in Army units both domestic and abroad ranging in size from 40 to 600 soldiers. Conducted joint operations with Turkish Army. Possessed Top Secret security clearance. Earned qualification as an Army Paratrooper.

**PROFESSIONAL RECOGNITION**

**Finalist for selection as United States Magistrate Judge, United States District Court for the Southern District of Texas – 2011**

**Army Commendation Medal – 1989**

**Army Parachutist Badge – 1988**





## Office of the Attorney General

Washington, D.C. 20530

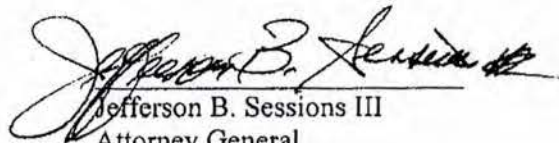
ORDER NO. 3866-2017

### APPOINTING FRANK T. PIMENTEL AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Frank T. Pimentel as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

3/20/17  
Date

  
Jefferson B. Sessions III  
Attorney General

## LEGAL EXPERIENCE

### Department of Homeland Security, Office of the Chief Counsel, El Paso, Texas

**Assistant Chief Counsel:** August 1999 to present

Represent DHS in removal hearings in immigration court--have litigated hundreds of removal hearings on the merits; participate in federal habeas litigation; conduct extensive appellate work before the Board of Immigration Appeals; have served as a member of the Office's national security team.

**Special Assistant United States Attorney, District of New Mexico:** November 2010 to June 2014  
As SAUSA detailee, prosecuted criminal cases in federal district court. Tried six criminal cases, five felonies and one misdemeanor. Represented the United States in federal habeas litigation.

### Office of the District Attorney, 34<sup>th</sup> Judicial District, El Paso, Texas

**Assistant District Attorney:** August 1994 to August 1999

As felony trial team chief, supervised felony prosecutors in two district courts while trying major felonies. As first-chair felony trial attorney, tried over 30 felony jury trials in areas ranging from narcotics to capital murder. As the Office's first trial team chief in the High Intensity Drug Trafficking Area (HIDTA) program, prosecuted narcotics and money laundering cases and developed HIDTA program objectives and budgets. As white collar prosecutor, investigated and prosecuted white collar crimes and served as office's civil asset forfeiture attorney. As misdemeanor trial attorney, tried all classes of misdemeanors.

### Honorable Harry Lee Hudspeth, Chief U.S. District Court Judge, Western District of Texas

**Law Clerk:** August 1992 to August 1994

Prepared bench memoranda for cases in such areas as bankruptcy, commercial law, securities law, labor law, Title VII, Section 1983, and criminal law and procedure; drafted orders; drafted jury instructions.

### Professor Elliott Weiss, Benjamin N. Cardozo School of Law

**Research Assistant:** January 1992 to June 1992

Performed Research for professor co-editing casebook on corporate law. Areas of research included disclosure requirements in freeze-out mergers and appraisal actions following short-form mergers.

### New York City Law Department

**Senior Student Legal Specialist, General Litigation Division:** June 1991 to June 1992

Researched and drafted trial memoranda, affidavits and motions in such areas as Title VII, Medicaid, and Section 1983. Assisted Department attorneys in trial preparation.

**Extern, Appeals Division:** January 1991 to June 1991

Researched and wrote appellate briefs in a wide variety of subject areas.

### Office of the District Attorney, Bronx County, New York

**Legal Intern:** Summer 1990

Researched and wrote memoranda; drafted motions and subpoenas; assisted prosecutors at trial.

## OTHER PROFESSIONAL EXPERIENCE

### University of Texas at El Paso, El Paso, Texas

**Adjunct Faculty Member, Department of Criminal Justice:** September 2001 to 2003. Course taught: Immigration Law and Administration.

### Barnard College, Columbia University, New York, New York

**Director, Corporate and Foundations Relations:** 1988 to 1989; **Grants Officer:** 1983 to 1989; **Grants Assistant/Capital Campaign Assistant:** 1981 to 1983

## EDUCATION:

**Benjamin N. Cardozo School of Law, J.D., *cum laude***

Ranking: Top 10% to 15%

Honors: Recipient, Samuel Belkin Scholars Award; member, Moot Court Board

**Columbia College, Columbia University, A.B.; Major: Philosophy**

## BAR MEMBERSHIP

Member, Texas and New York state bars, bar of the U.S. District Court for the District of New Mexico  
DOJ-EOIR-18-0703-D-000244



Office of the Attorney General  
Washington, D.C. 20530

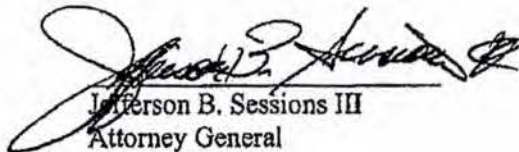
ORDER NO. 3888-2017

APPOINTING MICHAEL PLETTERS AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Michael Pleters as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

April 12, 2017  
Date

  
Jefferson B. Sessions III  
Attorney General

JOSE A. SANCHEZ

(b)(6)



November 20, 2015

US Dept. of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike  
Suite 2300  
Falls Church, VA 22041

Dear Sir or Madam:

Attached please find my resume and other supporting documents in support of my current application for employment. I believe my education, experience, and extra-curricular activities qualify me for appointment as an Immigration Judge with the Executive Office for Immigration Review.

My education includes a Bachelor of Arts degree from Fordham University with a major in Sociology and a J.D. from Northeastern University School of Law in 1987 as well as multiple courses in continuing legal education from the National Judicial College, Massachusetts Continuing Legal Education Institute, Massachusetts Judicial Institute, National Computer Forensics Institute, and the Mississippi School of Law. I have been admitted to the Massachusetts Bar since 1988.

My professional experience includes an appointment to the Trial Court of Massachusetts as an Associate Justice of the Trial Court where I preside over hundreds of civil, misdemeanor, felony, bench, and jury criminal cases in Juvenile and District Court for the Commonwealth of Massachusetts. I was also assigned to multiple jurisdictions throughout my career including high volume urban courts, initiated and implemented policy initiatives directed at staff management, court procedures, and jury management. I was appointed by Chief Justices to multiple state-wide advisory committees to advise the Supreme Judicial Court on issues such as substance abuse policy and procedures, jury management, fee-generating appointment guidelines, and language access in the trial court. My appointment to the Trial Court began in May, 1995 and continues to the present.

I have also served as a trial attorney for the Committee for Public Counsel Services where I was responsible for representing indigent criminal defendants in district and superior court misdemeanor and felony jury trials. I drafted motions and pleadings for motions to suppress, dismiss, discovery, depositions, conducted extensive investigations and interviews of victims, witnesses, experts, and negotiated pleas. I also defended forfeiture actions and civil mental health commitments.

I am licensed to practice law in Massachusetts and have been admitted to practice law in the Federal District Court of Massachusetts.

I have also received job related training with the National Association of Criminal Defense Attorneys, Trial Practice Course in August, 1993. This intensive 80-hour training course focused on trial theory development, interviewing and investigative techniques, opening statements, direct and cross examination, closing arguments, and preparing well-organized and convincing jury summations.

My training at the National Judicial College in Reno Nevada includes multiple courses in Ethics, Logic and Opinion Writing, Faculty Development Skills, and Effective Case Flow Management.

In November, 1999, I was selected to attend a government sponsored seminar together with 12 other U.S. state and federal judges. The program, sponsored by the Secretary of State of Mexico, focused on issues concerning judicial perspectives of American and Mexican judges on topics such as immigration, drug trafficking, and border law enforcement, as well as meetings with various cabinet officials and Mexican federal judges. This was an enlightening judicial and cultural exchange program on comparative law of our legal systems.

In May, 2005, I was selected by Chief Justice Martha Grace as a member of an American delegation to Tomsk, Siberia with the Russian-American Rule of Law Consortium. The purpose of this assignment was to meet with Russian Justices of the Peace on issues of accountability for minors, care and protection laws, delinquency proceedings, and domestic violence laws designed to protect victims of domestic violence. We also had the opportunity to exchange perceptions of the judiciary and law in our communities, adequacy of courthouses, availability of law clerks, appointment procedures for judges, and enforcement of judicial orders. In addition, I met with the Russian law students at the Tomsk School of Law to help train them in trial skills such as direct and cross-examination, opening statements, and closing arguments.

I attended and completed “The Fourth Amendment: Comprehensive Search and Seizure Training for Trial Judges” held at the National Center for Justice and the Rule of Law at the University of Mississippi School of Law in September, 2009. This course focused on the search and seizure of electronic data and its use in court proceedings. Special focus was whether electronic data should be treated the same as physical evidence under traditional concepts of search and seizure or whether new applications should be developed for the search, seizure, preservation, and presentation of electronic evidence in court.



I have also attended and completed “Computer Forensics in Court for Judges Program” at the invitation of the United States Secret Service held at the National Computer Forensics Institute in Hoover, AL. Subject matter included procedures for preserving and reconstructing electronic data for court use, and investigative techniques used in requests for search warrants.

I am fluent in Spanish and have advanced skills in reading, writing, and speaking Spanish. I am also proficient in computer skills such as building my own computers from hardware components and installing operating systems and software.

Thank you for your consideration.

Jose A. Sanchez

Jose Albino Sanchez

(b)(6)

**Country of  
Citizenship:** United States

**Veterans'  
Preference:**

(b)(6)

**Highest Grade:** 12

**Availability:** **Job Type:** Permanent, Temporary  
**Work Schedule:** Full-Time, Part-Time, Shift Work, Intermittent, Job Sharing, Multiple Schedules

**Desired  
locations:** US - MA

**Work  
Experience:** **Trial Court of Massachusetts** **05/1995 - Present**  
2 Appleton Street **Salary:** 145,000.00 USD Per Year  
Lawrence, MA 01840 US **Hours per week:** 55

**Associate Justice of the Trial Court**

**Supervisor:** Chief Justice (b)(6)

**Okay to contact this Supervisor:** Yes

Presided over hundreds of civil, misdemeanor, felony, bench, and jury criminal cases in Juvenile and District Court for the Commonwealth of Massachusetts. Assigned to multiple jurisdictions throughout my career including high volume urban courts. Initiated and implemented policy initiatives directed at staff management, court procedures, and jury management. Appointed by Chief Justices to multiple state-wide advisory committees to advise the Supreme Judicial Court on issues such as substance abuse policy and procedures, jury management, fee-generating appointment guidelines, and language access in the trial court. My appointment to the Trial Court began in May, 1995 and continues to the present.

**Committee for Public Counsel Services** **09/1995 - Present**  
189 Cambridge Street **Salary:** 45,000.00 USD Per Year  
Cambridge, MA 02141 US **Hours per week:** 55

**Trial Attorney**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

As a trial attorney, I was responsible for representing indigent criminal defendants in district and superior court misdemeanor and felony jury trials. I drafted motions and pleadings for motions to suppress, dismiss, discovery, depositions, conducted extensive investigations and interviews of victims, witnesses, experts, and negotiated pleas. Defended forfeiture actions, immigration proceedings, and civil mental health

proceedings. Special focus was whether electronic data should be treated the same as physical evidence under traditional concepts of search and seizure or whether new applications should be developed for the search, seizure, preservation, and presentation of electronic evidence in court.

United States Secret Service, August, 2010. Attended and completed "Computer Forensics in Court for Judges Program" at the invitation of the United States Secret Service held at the National Computer Forensics Institute in Hoover, AL. Subject matter included procedures for preserving and reconstructing electronic data for court use, and investigative techniques used in requests for search warrants.

<b>Language Skills:</b>	<b>Language</b> Spanish	<b>Spoken</b> Advanced	<b>Written</b> Advanced	<b>Read</b> Advanced
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**Affiliations:**

<b>References:</b>	<b>Name</b>	<b>Employer</b>	<b>Title</b>	<b>Phone</b>	<b>Email</b>
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Judge (b)(6)	Trial Court of the Commonwealth	Chief Justice	(b)(6)	
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	Trial Court of the Commonwealth	Clerk Magistrate - Salem District Court		
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(b)(6)	Townsend Welding	Senior Project Manager		
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(\*) Indicates professional reference

**Additional Information:** Please see attached Professional & Community Activities for additional honors, awards, and leadership activities. I am also proficient in computer skills such as building my own computers from hardware components and installing operating systems and software as well as excellent typing skills.

Jury Management Advisory Committee of the Massachusetts Trial Court, May, 2010. Participated in the filming of a new juror orientation video for statewide distribution and presentation to jury pools prior to beginning jury service. This new juror orientation video was developed by the Massachusetts Office of Jury Commissioner and the Jury Management Advisory Committee to replace an outdated version in use for over 25 years. It includes an historical narrative of the contributions of Massachusetts to the development of the US Constitution, jury service, and the essential value of trial by jury to our judicial system. I was selected as one of judicial speakers for this video which is presented daily in every jury pool of Commonwealth.



Office of the Attorney General  
Washington, D. C. 20530

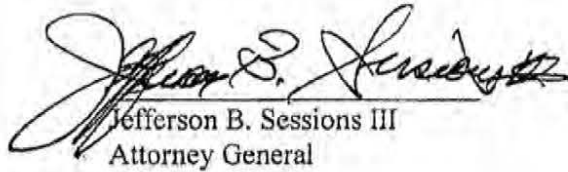
ORDER NO. 3934-2017

APPOINTING JOSE A. SANCHEZ AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Jose A. Sanchez as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/28/17  
Date

  
Jefferson B. Sessions III  
Attorney General



**Christopher Robert Seppanen**

(b)(6)

**Professional Experience:**

**2014-Present STATE OF MICHIGAN**

**MICHIGAN ADMINISTRATIVE HEARING SYSTEM**

**Chief Administrative Law Judge/Executive Director**

611 W. Ottawa Street

Lansing, MI 48933

Chief Administrative Law Judge for the State of Michigan with complete oversight of independent Agency responsible for providing contested administrative hearing functions for State Departments/Bureaus. Select duties include:

- Develop and implement best practices for all aspects of administrative hearings.
- Plan, organize and direct work of 288 employees including 130 adjudicators.
- Develop recommendations for \$45,000,000 budget for capital outlay, personnel and equipment.
- Provide recommendations on confidential and sensitive issues.
- Select and assign staff ensuring equal employment opportunity in hiring.
- Recognized resource in interpreting and implementing the Administrative Procedures Act.

**2012-2014 STATE OF MICHIGAN**

**MICHIGAN ADMINISTRATIVE HEARING SYSTEM**

**Director, Employment Services Division**

Director of forty six Administrative Law Judges, sixteen Workers' Compensation Magistrates, nine appellate Commissioners and sixty support staff in employment services related areas. Select duties include:

- Develops best operating practices in the areas of labor related administrative law.
- Plan, organize, and supervise assigned staff.
- Evaluate and verify employee performance through work assignments.
- Ensure proper labor relations and conditions of employment are maintained.
- Formulate current and long-range programs, plans and policies.

**2002-2012 STATE OF MICHIGAN**

**STATE OFFICE OF ADMINISTRATIVE HEARINGS AND RULES**

**Administrative Law Manager/Judge**

611 W. Ottawa Street

Lansing, MI 48933



First-line supervisor of twenty six Administrative Law Judges who presided over administrative law hearings involving complex and non complex subject matters including extensive experience in employment services. Conduct administrative hearings referred from State of Michigan Departments and Agencies including unemployment appeals, foster and day care licensing, builders licensing, liquor licensing, central registry placement, and wage and hour disputes in accordance with the Administrative Procedures Act. Perform legal analysis and research, and render decisions regarding legal and factual issues. Select duties included:

- Select and assign staff ensuring appropriate hiring conditions were satisfied.
- Schedule work assignments, set priorities, and direct Administrative Law Judges.
- Conduct employment related hearings in accordance with federal/state statutes, rules and regulations.
- Develop rules, policy and procedure.
- Identify staff development and provide necessary training.
- Provide assistance to the Department in drafting laws, regulations and policy statements with respect to contested claims.

**1997-2002     STATE OF MICHIGAN,  
MICHIGAN DEPARTMENT OF CORRECTIONS  
Administrative Law Judge, Manistee, Michigan  
1500 Caberfae Highway  
Manistee, MI 49660**

Presided over hearings in correctional facilities related to prisoner misconduct, visitor restriction, classification to administrative segregation and rendered decisions based upon findings of fact and conclusions of law. Select duties included:

- Conduct quasi-judicial hearings requiring full knowledge of department's programs, regulatory authority, and precedents.
- Conduct hearings in accordance with Administrative Procedures Act and relevant statutes.
- Create a full and formal record of facts and relevant evidence.
- Issue findings of fact and conclusions of law.

**Education and Accreditation:**

**University of Kentucky College of Law, Juris Doctor**  
Lexington, Kentucky  
Member, Journal of Environmental Law

**Alma College, Bachelor of Arts**  
Alma, Michigan  
Majors in Political Science and History, Emphasis in Pre-Law

**State Bar of Michigan, admitted 11/15/1996**



Office of the Attorney General  
Washington, D. C. 20530

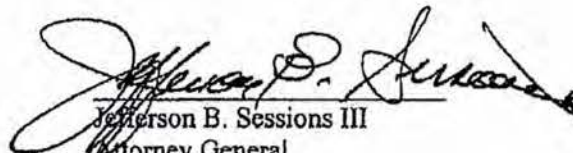
ORDER NO. 3930-2017

APPOINTING CHRISTOPHER R. SEPPANEN AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Christopher R. Seppanen as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

6/28/17  
Date

  
Jefferson B. Sessions III  
Attorney General

Ilyce Sue Shugall

(b)(6)

**Country of  
Citizenship:** United States

**Veterans'  
Preference:**

(b)(6)

**Availability:** **Job Type:** Permanent  
**Work Schedule:** Full-Time

**Desired locations:** US - CA - San Francisco

**Work Experience:** **Community Legal Services in East Palo Alto 04/2012 - Present**  
2117-B University Avenue **Salary:** 97,000.00 USD Per Year  
East Palo Alto, CA 94303 US **Hours per week:** 60

**Directing Attorney, Immigration Program**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Contact me first

- \* Direct immigration program at community based non-profit
- \* Supervise staff attorneys, support staff, and volunteers
- \* Participate in hiring of staff attorneys and support staff
- \* Represent indigent clients before the United States Citizenship and Immigration Services, United States Immigration and Customs Enforcement, Immigration Court, Board of Immigration Appeals, the Ninth Circuit Court of Appeals, and the United States Supreme Court
- \* Represent respondents found incompetent in removal proceedings, appointed through the National Qualified Representative Program
- \* Write grant applications and reports for funding for the immigration program
- \* Work in various collaborations in San Mateo County and throughout the San Francisco Bay Area

**Bar Association of San Francisco**

**03/2015 - 05/2015**

301 Battery Street, Third Floor  
San Francisco, CA 94111 US

**Salary:** 42.79 USD Per Hour

**Hours per week:** 20

**Lead Attorney Coordinator, San Francisco Immigrant Legal Defense Collaborative**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- \* Provided leadership and coordination to the San Francisco Immigrant Legal Defense Collaborative (SFILDC) by assisting in the roll out the collaborative of ten San Francisco based non-profit organizations to represent respondents on the surge docket in the San Francisco Immigration Court
- \* Ran bi-weekly meetings of the full collaborative
- \* Created and participate in sub-committees to implement policies and procedures for the collaborative
- \* Assisted in grant reporting
- \* Supervised administrative case coordinator for SFILDC and the Bar Association's Attorney of the Day program
- \* Recruited and trained permanent staff person to take over my position

**Van Der Hout, Brigagliano, & Nightingale, LLP**  
180 Sutter Street  
Fifth Floor  
San Francisco, CA 94104 US

**10/2001 - 03/2012**  
**Salary:** 90,000.00 USD Per Year  
**Hours per week:** 70

**Partner**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- \* Started working as an associate attorney and then became a partner in January of 2009
- \* Represented clients in removal proceedings before the Immigration Court, Board of Immigration Appeals, and on petitions for review before the Ninth Circuit Court of Appeals
- \* Represented clients in affirmative applications before the United States Citizenship and Immigration Services, including family based applications, VAWA self-petitions, naturalization, Legalization, asylum, NACARA, T visas, and U visas
- \* Advised criminal defense attorneys of the immigration consequences of criminal convictions
- \* Supervised attorneys, paralegals, and administrative staff
- \* Managed staff and administrative functions of the firm
- \* Participated in hiring attorney, paralegal, and administrative staff

**ProBAR**  
301 E. Madison Avenue  
Harlingen, TX 78550 US

**09/1999 - 09/2001**  
**Salary:** 32,500.00 USD Per Year  
**Hours per week:** 70

**Legal Fellow**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- \* Had fellowship through National Association of Public Interest Law (now Equal Justice Works) to provide group Know Your Rights presentations and representation for immigration detainees at the Port Isabel Service Processing Center
- \* Conducted daily live group rights presentations to legacy INS detainees
- \* Conducted intakes for unrepresented detainees
- \* Provided direct representation to indigent immigrants before the Immigration Court and Board of Immigration Appeals
- \* Helped with pro se assistance for unrepresented detainees
- \* Supervised volunteer paralegals and attorneys
- \* Recruited, supervised, and trained pro bono attorneys

**International Human Rights Law Institute, DePaul University College of Law**  
25 E. Jackson Blvd.  
Chicago, IL 60604 US

**09/1997 - 05/1999**  
**Salary:** 10.00 USD Per Hour  
**Hours per week:** 15

**Law Clerk**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- \* Researched human rights violations in Peru for the Defensoría del Pueblo in Peru
- \* Assisted Executive Director in various human rights projects for the Institute

**Davidson & Schiller, LLC**  
One North LaSalle Street  
Suite 2400  
Chicago, IL 60602 US

**10/1997 - 05/1999**  
**Salary:** 10.00 USD Per Hour  
**Hours per week:** 15

**Law Clerk**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- \* Researched country conditions for asylum claims
- \* Prepared packets for filing for affirmative asylum applications
- \* Researched clients' eligibility for relief from removal
- \* Worked for the firm during the school years and did other work in the summer of 1998

**Defensoría del Pueblo**

Jirón Ucayali 394 -39

Lima, PE

**Legal Intern**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

- \* Prepared recommendations for Peru's position on the country's involvement in the International Criminal Court
- \* Prepared report on freedom of speech in Peru

**06/1998 - 08/1998**

**Hours per week: 50**

**Legal Action of Wisconsin**

31 South Mills Street

Madison, WI 53715 US

**Summer Law Clerk**

**Supervisor:** (b)(6)

**Okay to contact this Supervisor:** Yes

Conducted outreach and education to migrant farm worker camps throughout the State of Wisconsin

**06/1997 - 08/1997**

**Salary:** 1,500.00 USD Student Stipend Paid

**Hours per week: 40**

**Education:**

**DePaul University College of Law** Chicago, IL US

Professional 06/1999

**GPA:** 3.641 of a maximum 4.0

**Credits Earned:** 86 Semester hours

**Major:** Law **Minor:** None **Honors:** Cum Laude

**Relevant Coursework, Licenses and Certifications:**

- \* Received JD
- \* Vice President of the Public Interest Law Association
- \* Participated in Jessup Moot Court Competition
- \* Participated in International Human Rights Moot Court Competition
- \* Represented asylum seekers in Asylum Clinic
- \* Took immigration law class
- \* Participated in International Human Rights Law Institute Chiapas Program, Chiapas, Mexico, June 1999

**University of Wisconsin, Madison** Madison, WI US

Bachelor's Degree 06/1996

**GPA:** 3.438 of a maximum 4.0

**Credits Earned:** 123 Semester hours

**Major:** Communication Arts **Minor:** None

**Relevant Coursework, Licenses and Certifications:**

Obtained Bachelor of Arts in Communication Arts and had unofficial minor in Spanish. Studied abroad in Chile in Spring of 1995.

**Job Related Training:**

I attend approximately one to two MCLE trainings on immigration law each month. I also attend at least one national conference each year.

DOJ-EOIR-18-0703-D-000257



<b>Language Skills:</b>	<b>Language</b> Spanish	<b>Spoken</b> Advanced	<b>Written</b> Advanced	<b>Read</b> Advanced
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**Affiliations:** State Bar of California - Admitted to practice June 14, 2007, Bar #250095  
State Bar of California Immigration and Nationality Law Commission - Commissioner  
American Immigration Lawyers Association - Volunteer Immigration Court Program Liaison, Member  
National Immigration Project - Member

**Professional Publications:** Update Editor, Immigration Law and the Family, 2012-2015; Immigration Briefings, "The Nuts and Bolts of Removal Defense: Representing Clients in Removal Proceedings"; Case Note: Orozco v. Mukasey: When an Entry May Not Be An "Admission" and The Fundamental Problems With The Ninth Circuit's Analysis (co-authored); Editor, Kurzban's Immigration Law Sourcebook; AILA Waivers Book: Chapter on 212(h) waivers

References:	Name	Employer	Title	Phone	Email
	Honorable (b)(6)	U.S. Department of Justice, Executive Office for Immigration	Immigration Judge	(b)(6)	
	Honorable (b)(6)	U.S. Department of Justice, Executive Office for Immigration	Immigration Judge		
	(b)(6)	Stanford University	Professor of Law and Director, Immigrants Rights Clinic		
	(b)(6)	Bar Association of San Francisco	Director of Public Service Programs, SF-MARIN Lawyer Referral and Information Service & BASF's Alter		
	(b)(6)	U.S. Department of Justice, Executive Office for Immigration	Program Director, Office of Legal Access Programs		

(\*) Indicates professional reference

**Additional Information:** Silicon Valley Business Journal Woman of Influence, 2015; Bar Association of San Francisco Lawyer Referral and Information Service Public Service Award, 2014; OneJustice Executive Fellowship program September 2015-June 2016; regular speaker at various immigration law trainings both locally and nationally (AILA, National Immigration Project, Bar Association of San Francisco)(b)(6)



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Washington, D. C. 20530

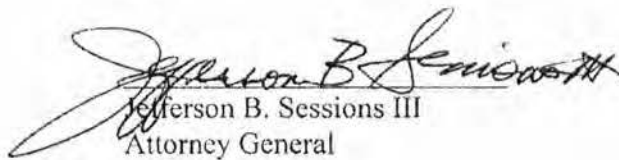
ORDER NO. 3958-2017

APPOINTING ILYCE SUE SHUGALL AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Ilyce Sue Shugall as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

7/26/17  
Date

  
Jefferson B. Sessions III  
Attorney General

**STUART A. SIEGEL**

(b)(6)

August 29, 2014

**SENT VIA FEDERAL EXPRESS**

Attn: Kimberly Coleman  
U.S. Department of Justice  
Executive Office for Immigration Review  
Human Resources Staff, Administrative Division  
5107 Leesburg Pike  
Ste 2300  
Falls Church, VA 22041

Re: Immigration Judge's Position Offering  
Vacancy Announcement Number: EOIR-14-0071

Dear Ms. Coleman:

In response to your office's posting on the United States Department of Justice's website for the Immigration Judge position in Arlington, VA, I am enclosing my resume outlining my relevant experience and involvement in the community for consideration for the coveted position of Immigration Judge. Also, enclosed for your consideration is a copy of recent writing samples representative of my work product. As a veteran of Operation Iraqi Freedom/Enduring Freedom/Noble Eagle, I am requesting that I be considered for a Veteran's Preference.

As my resume indicates, I have had a significant amount of experience in immigration law and administrative law having worked in various positions of responsibility with the Department of Homeland Security, Immigration and Customs Enforcement for the past sixteen (16) years trying complex civil and criminal immigration cases. Currently, I am an Assistant Chief Counsel holding the grade of GS14-09. I also have judicial experience having served as an Administrative Law Judge in NYC Transportation Department.

I am confident that my knowledge and experience would enable me to perform effectively the demands required of the highly respected role of an Immigration Judge.

Thank you for your assistance in this matter. There are many people who can attest as references to my indefatigable work ethic, and dedication to being a team player including current Immigration Judges: Acting Chief Immigration Judge (b)(6),

Immigration Judge(s) (b)(6)

I look forward to hearing from you soon. Trusting that this response will remain confidential, I remain

Very truly yours,

Stuart A. Siegel

Enclosure

**STUART A. SIEGEL**

(b)(6)

## **EXPERIENCE**

### **U.S. DEPARTMENT OF HOMELAND SECURITY, Immigration & Customs Enforcement**

Assistant Chief Counsel

December 1997 – Present

Responsibilities include representing agency in immigration court proceedings and providing legal opinions to the agency on immigration-related issues. Recipient of several awards for superior performance. Previously, cross-designated with U.S. Department of Justice, Civil Division, Office of Immigration Litigation, to manage the prosecution of civil denaturalization cases at the trial and appellate level in federal court. Presently, collateral duties include the investigation, preparation, and training on civil denaturalization. Provided immigration training to attorneys for Department of Justice, Department of Defense, Homeland Security Investigations, and Immigration and Customs Enforcement. In addition, selected to be lead counsel at Broward Transitional Facility (BTC)(non-criminal detention facility housing in excess of 500 detainees) to represent the agency in administrative immigration hearings. At BTC, provided legal advice in an erudite and expeditious manner to operational units at BTC on a variety of legal issues. Also, I have close interaction with other DHS components including, but not limited, USCIS and CBP on administrative removal hearings. Prior additional duties included active involvement in the appeals, criminal alien, and persecutor committees.

### **ADORNO & ZEDER, P.A.**

Associate

May 1994 – December 1997

Responsibilities included litigating employment discrimination matters, municipal liability matters, and commercial litigation matters in state and federal courts. Conducted all aspects of litigation including depositions, pre-trial discovery, drafting and arguing dispositive motions, mediations and second-chairing partners in trial.

### **LAW OFFICES OF STUART A. SIEGEL, ESQ.**

Sole Practitioner

October 1992 – May 1994

Responsibilities included litigating all aspects of civil, criminal and appellate litigation.

### **NEW YORK CITY DEPARTMENT OF TRANSPORTATION**

Administrative Law Judge

October 1992 – May 1994

Responsibilities included all aspects of adjudicating traffic and parking-related matters.



**U.S. ARMY RESERVES, JUDGE ADVOCATE GENERAL**

Lieutenant Colonel

September 1994 – Present

Responsibilities include providing legal assistance to military commanders and/or soldiers regarding military justice matters. Served during Operations Noble Eagle and Iraqi Freedom with Third Infantry Division as trial counsel and administrative law attorney. Also, assigned to U.S. Southern Command, a Joint Combatant Command, as an Assistant Judge Advocate working on administrative, ethics, and fiscal law issues including during “Operation Unified Response”, the Haitian Earthquake relief humanitarian relief operation.

**NASSAU COUNTY DISTRICT ATTORNEY’S OFFICE**

Assistant District Attorney

August 1988 – October 1992

Assigned to the District Court, County Court and Rackets Bureau where I successfully handled all aspects of the prosecution of misdemeanor, felony and organized criminal cases including case review and intake, presentation of cases to grand juries, pre-trial hearings, and jury trials.

**EDUCATION****TOURO COLLEGE, JACOB B. FUCHSBERG SCHOOL OF LAW**

Juris Doctor, 1987

Honors: Selected to Law Review; served as Notes & Comments Editor of Law Review.

**UNIVERSITY OF MICHIGAN**

Bachelor of Arts in Political Science, 1984

Admitted to state and federal courts in Florida, New York, and District of Columbia.



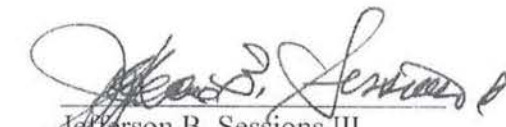
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4046-2017

APPOINTING STUART SIEGEL AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Stuart Siegel as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

12/8/16  
Date

  
Jefferson B. Sessions III  
Attorney General

**DONALD THOMPSON**

480 Doremus Avenue ■ Glen Rock, NJ 07452 ■ 415-407-8788  
thompsdo@gmail.com

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Executive Office for Immigration Review  
U.S. Department of Justice  
5107 Leesburg Pike Suite 2300  
Falls Church, VA 22041

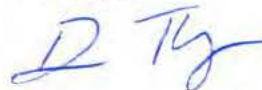
Please accept this letter and the accompanying materials as my application for the position of Immigration Judge. As an Assistant Chief Counsel for ICE with over eight years of experience in Immigration Court, I am eager to contribute to EOIR's efforts to increase docket efficiency while ensuring the interests of justice are served.

I have extensive experience litigating immigration cases in both the detained and non-detained setting. I have litigated over a hundred bond hearings and was the team lead for Operation Predator, focusing on removal proceedings against high enforcement priority alien sexual offenders. I currently handle cases on the juvenile docket and am accustomed to the high volume that Immigration Court presents. I have been recognized by my colleagues and the Immigration Court as a skilled and capable litigator with a confident and composed demeanor. This is reflected in the nine reference letters included with my application, including six letters from former and current Immigration Judges.

I have held a secret security clearance for the past eight years and have received multiple ICE awards for my accomplishments. Although ideally I would like to obtain an Immigration Judge position in the New York/New Jersey area where I currently reside, I am willing to relocate for such an incredible opportunity.

I am confident that the materials submitted with this application establish my suitability for the position. Feel free to contact me at (b)(6) if you have any questions. Thank you in advance for your consideration.

Sincerely,



Donald Thompson

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**EXPERIENCE:**

**DEPARTMENT OF HOMELAND SECURITY**

**Immigration and Customs Enforcement, San Francisco, CA & New York, NY**

Assistant Chief Counsel, September 2007 – Present [Full Time Employment]

- Represent DHS before Immigration Court. Extensive experience in both non-detained and detained settings, including bond hearings and foreign fugitive cases. Led Operation Predator Team, targeting litigation against high enforcement priority criminal aliens.
- Liaison for the Victim Assistance Program. Developed guidance and delivered training related to VAWA and U/T visa issues. Acted as POC between ICE and outside law enforcement regarding U-visa policy and procedure.
- Provided legal counsel as Homeland Security Investigations embedded attorney. Advised on complex criminal investigations, including affidavit and search warrant review. Reviewed operational plans for potential legal issues and was stationed in command center for execution of arrest warrants in federal racketeering prosecution against gang members.
- Responsible for Denaturalization case review, recommendation and investigation of cases involving national security, human rights and fraud concerns.
- Mentor for new attorney, responsible for training and guiding new attorney through office policy and procedure. Provide a point of contact for any and all potential issues.
- Member of Operational Response Team. Supported Enforcement Removal Operations for legal sufficiency and prosecutorial discretion determinations for high priority criminal aliens.
- Trained Homeland Security Investigations and Enforcement Removal Operations on Fourth and Fifth Amendment issues.
- Recipient of ICE monetary and time-off awards for recognition of special accomplishments

**THE HONORABLE ESTELA M. DE LA CRUZ**

**Superior Court of New Jersey - Law Division, Civil Part, Hackensack, NJ**

Law Clerk, September 2006 – August 2007 [Full Time Employment]

**SCHENCK, PRICE, SMITH and KING, Morristown, NJ** (Law Clerk, Summer 2005)

**OFFICE OF THE UNITED STATES ATTORNEY, Newark, NJ** (Law Clerk, Summer 2004)

**EDUCATION:**

**SETON HALL UNIVERSITY SCHOOL OF LAW**

J.D., *magna cum laude*, May 2006

Honors: Order of the Coif, Chancellor's Scholarship,

Activities: Legislative Bureau Law Journal, Honor Council Student Member

**COLLEGE OF NEW JERSEY**

B.A., *cum laude*, English, May 2003

Honors: Distinguished Graduate - College Honors Program, Italian Literature Study (Rome)

**BAR ADMISSION:**

New Jersey (2006)



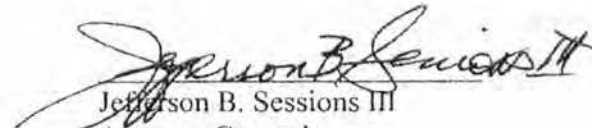
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 3962-2017

APPOINTING DONALD THOMPSON AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Donald Thompson as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

7/26/17  
Date

  
Jefferson B. Sessions III  
Attorney General



## **EXPERIENCE**

### **U.S. Department of Homeland Security, Boston, MA**

Deputy Chief Counsel, June 2013-present

- Directly supervise 12 attorneys and 3 support staff handling several thousand matters per year before the Boston and Hartford Immigration Courts, agency employment litigation, including EEO, MSPB, and district court litigation. Directly supervise four attorneys embedded with ICE Homeland Security Investigations and Enforcement Removal Operations (ERO), responsible for advising agency components on issues including arrest, border search, and detention authority, habeas litigation, and Bivens actions, national security, and human rights violator cases.
- Lead Deputy handling class action litigation challenging detention authority under INA section 236(c), requiring management of review of over 4,000 detainees' cases, review and approval of OIL filings summarizing ICE's positions, coordination between OPLA headquarters components, DHS general counsel, local stakeholders, co-defendants, and OIL communications. Prepared and presented training materials to ERO regarding litigation.
- Drafted office SOP establishing methods to create efficiencies in the litigation of matters pending before the immigration courts, including methods to streamline review of cases to identify the agency's priority matters.
- Liaison with EOIR, AILA, U.S. Attorney's Offices, MA County Sheriffs, CIS, and CBP, attending outreach events and serving as point of contact for daily inquiries.

Senior Attorney, July 2007-June 2013

- Supervise appellate team, approve cases for appeal to the Board of Immigration Appeals, review and edit appellate briefs. Draft reply briefs in complex alien appeals.
- Lead employer sanctions unit. Provide legal advice to ICE Special-Agent-in-Charge, review for legal sufficiency Notices of Intent to Fine and handle all stages of litigation for disputed Notices of Intent to Fine. Prepare agency recommendations for debarment from federal contracts for DHS Headquarters
- Act as mentor to new attorneys, train newly hired attorneys, produce reference materials for training purposes; Publish the Boston Office of Chief Counsel's quarterly newsletter

Special Assistant United States Attorney, June 2007-December 2008

- Assigned to criminal division Major Crimes Unit, prosecuting immigration-related offenses from investigation to indictment through sentencing.

Assistant Chief Counsel, August 2002-June 2007

- Represent Department in removal proceedings before Immigration Court, including relief stages such as asylum, cancellation, and adjustment hearings.
- Litigate complex and special interest cases. Prosecute detained criminal alien matters and related bond hearings.
- Lead Assistant Chief Counsel for appeals unit, responsible for drafting most appellate briefs.
- Draft legal opinions and provide legal advice to employees of the agency. Write litigation reports for the U.S. Attorney's Office in connection with lawsuits filed in the U.S. District Court for the District of Rhode Island.
- Have received special achievement awards for sustained superior performance each year.

### **U.S. Court of Appeals for the First Circuit, Staff Attorneys' Office, Boston, MA**

Staff attorney, June 2001-August 2002

- Acted as law clerk to all active and senior judges of the court. Wrote memoranda and drafted orders and opinions disposing of procedural and substantive issues.
- Provided on-call assistance to judges concerning research questions. Handled emergency motions, including motions for injunctions and stays of orders of removal.

### **U.S. Court of Appeals for the Eleventh Circuit, Staff Attorneys' Office, Atlanta, GA**

Acting Supervisory Staff Attorney Feb. 2000-June 2001

- Supervised a team of six staff attorneys reviewing and editing the substantive content of approximately 50 memoranda and opinions per month.
- Trained all new employees in habeas corpus law.

- Acted as the on-call supervisor to respond to judge's queries.
- Wrote employee evaluations.

Staff attorney, April 1997-January 2000

- Conducted legal research, drafted memoranda, orders, and opinions for the Court recommending disposition of pending federal appeals. Subject matter included sentencing guidelines appeals, Anders motions to withdraw, habeas corpus petitions, motions to vacate, administrative review petitions, civil rights cases, employment discrimination, immigration.

## **EDUCATION**

**Boston University School of Law, J.D. cum laude, May 1996**

Cumulative GPA: 3.53. First year GPA: 3.81 (Section rank 7/94)

Honors: G. Joseph Tauro Scholar, Second Year member Journal of Science and Technology Law

Activities: Assisted in preparation of amicus curiae brief to the U.S. Supreme Court

**State University of New York at Stony Brook, B.A. in Sociology with honors, 1992**

**Bar Membership**: New York (1997), Washington (1997), Georgia (1999), Massachusetts (2001)



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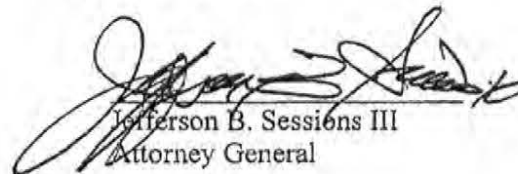
ORDER NO. 4157-2018

APPOINTING GWENDYLAN E. TREGERMAN AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Gwendylan E. Tregerman as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

Date

5/11/18

  
Jefferson B. Sessions III  
Attorney General

Dinesh C. Verma

(b)(6)

A large black rectangular redaction box covers the majority of the header section, obscuring the sender's contact information and any other identifying details.

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November 20, 2015

Josh Chapman  
U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

**Re: Immigration Judge, Philadelphia, PA  
EOIR-16-1542729-JC  
Application Submitted in Confidence**

Dear Mr. Chapman:

I am pleased to submit my application for the Immigration Judge vacancy in San Diego, CA. In support of my application, please find the following documents and items enclosed:

1. Current Resume reflecting 16 years of legal experience with immigration, general business, regulatory and litigation experience.
2. Quality Ranking Factors Assessment.
3. Writing Sample.
4. Letters of Recommendation.

I believe that I am well suited to carry out the responsibilities associated with serving as an Immigration Judge. My background includes a judicial clerkship, and over sixteen years of general business, regulatory and litigation experience, which has spanned a variety of subjects.

If I can provide you with any additional information regarding my background, skills and experience, please do not hesitate to contact me. Thank you for your consideration.

Yours truly,  
/s/  
Dinesh C. Verma

Enclosures as stated

**DINESH C. VERMA, ESQ.**

(b)(6)

United States Citizen

Born: (b)(6)

(b)(6) South Dakota)

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**SUBMITTED IN CONFIDENCE**

**LEGAL EXPERIENCE**

**Nankin & Verma PLLC**, Bethesda, MD

Oct 2000 – present

**Member**

Maintain successful general business practice handling a variety of immigration, corporate, regulatory and litigation matters. Conduct litigation in state and federal courts, and represent clients in regulatory matters involving the Maryland Department of Labor, Licensing and Regulation, the Maryland Insurance Administration, the U.S. Department of Labor, the U.S. Small Business Administration, and the U.S. Department of Homeland Security. Advise on issues concerning global migration and immigration for executives, researchers, and skilled workers.

**Representative Experience:**

- Representing individuals and companies in various immigration matters including treaty trader and treaty investor visas (E-1/E-2), employment based visas (H-1B, L-1A, L-1B), family based visas, appeals, denials, consular issues, investigations, and compliance audits.
- Representing employers in matters before the Department of Homeland Security concerning compliance with immigration regulations.
- Working with large, medium, and small companies as outside general counsel, reviewing commercial agreements, managing legal affairs, and handling employment, immigration, and compliance issues.
- Reviewing and drafting commercial agreements including purchase agreements, leases, confidentiality/non-disclosure agreements, license agreements and employment agreements.
- Testifying before the Maryland General Assembly regarding proposed legislation, and matters of interest to corporate and immigration clients.
- Assisting clients with triage of legal issues, and manage/co-counsel with subject matter specialists when necessary.
- Advising clients on issues concerning public contracts including bid protests and contract disputes.
- Representing small businesses and individuals before the U.S. Small Business Administration in connection with matters involving 8(a) certification.
- Representing companies and individuals in business litigation involving employment matters including breach of contract, misappropriation of trade secrets, covenants not to compete, and business torts.
- Representing government contractors in bid protests and contract disputes at the local, state and federal level.



- Representing general contractors, subcontractors, owners, and individuals in connection with construction claims and disputes.

### **Litigation History:**

Experience as lead counsel in over one hundred thirty (130) litigation matters in Federal and State courts over the past fifteen (16) years, including the following representative matters:

- Represented technology company in action against former employee who misappropriated intellectual property. Recovered valuable intellectual property at issue, and successfully defended counterclaim by former employee asserting violation of labor laws and regulations.
- Pursued Maryland promoter who defrauded investor concerning international development project. Conducted successful three-day trial in case involving claims for securities fraud, general fraud, and piercing the corporate veil.
- Represented specialty LED manufacturer in seven-figure collection action against customer in U.S. District Court for Maryland. Successfully defended counterclaim by adverse party that asserted manufacturing defect.
- Represented European company in collection action against customer in United States District Court for Maryland, resulting in 100% recovery.
- Represented real estate developers in action involving construction of three, multi-million dollar projects in Maryland which involved construction defects. Successfully defended asserted lien claims for materials and labor furnished on the various projects.
- Successfully recovered over \$2 million on behalf of German relatives of Maryland decedents in civil action to contest inter-vivos transfer of multi-million dollar trusts to an interested financial advisor from a well-known Wall Street investment firm.
- Successfully defended Maryland non-profit involved with animal rescue and recovery efforts after Hurricane Katrina. Successfully defended rescuers accused of wrongful conduct in Louisiana, obtained large recovery for defamation action in Maryland.
- Obtained injunction on behalf of Maryland company against others for misappropriation of the name, likeness, and goodwill of the company. Successfully disgorged profits associated with such misappropriation.
- Obtained injunction against company in U.S. District Court of Maryland for trademark infringement, and successfully collected damages from infringing party.
- Successfully obtained dismissal of trademark infringement action against a Maryland-based client in the U.S. District Court for the Southern District of New York.

**Ludwig & Robinson PLLC, Washington, D.C.**

August 1999 – June 2000

#### **Associate Attorney**

Handled complex commercial litigation, airline and banking cases in state and federal courts. Prepared pleadings, motions, briefs (firm dissolved after named partners separated).

**United States Court of Federal Claims, Washington, D.C.**

August 1998 – August 1999

**Federal Judicial Clerkship (Post-JD Clerkship)**

**Law Clerk to the Hon. Laura D. Millman, Special Master**

Assisted Special Master at the United States Court of Federal Claims as a judicial law clerk, appointed to serve one year term. Attended numerous trials, status conferences, and pretrial conferences. Managed heavy case docket. Assisted with research and drafting judicial opinions. Attended appellate arguments in cases appealed from the Office of the Special Master to the United States Court of Federal Claims, and the United States Court of Appeals for the Federal Circuit.

**Arnold & Porter, Washington, D.C.**

October 1997 – August 1998

**Law Clerk**

Conducted research on various matters involving copyrights, trademarks, and other commercial litigation matters. Prepared research memoranda, motions and briefs. Traveled to Sao Paulo, Brazil to assist with merger and acquisition team handling transaction involving Latin American investment firm. Worked directly with attorneys handling high profile pro bono litigation involving international child abduction under the Hague Convention (International Convention on Child Abduction).

**BAR MEMBERSHIPS**

**Maryland, 1998**

U.S. District Court District of Maryland, 1998

**District of Columbia, 1999**

U.S. Court of Federal Claims, 1999

U.S. District Court for the District of Columbia, 2005

**EDUCATION**

**George Washington University Law School, Washington, D.C., 1998**

Juris Doctor, with honors

Law Journal: Member, The Environmental Lawyer Journal

**Oxford University, Oxford, UK**

Summer Program in International Human Rights Law, July 1996

**Boston University, Boston, MA, 1995**

Bachelor of Arts, with honors

Major: Political Science

**HONORS:**

- 2014 – Elected to serve a five (5) year term as Member of the Executive Committee of the Washington, D.C. Chapter of the American Immigration Lawyers Association (AILA).
  - One of five elected D.C. Chapter members to serve on executive board; represent the interests of 1,000-plus members.
- 2015 – Appointed to serve as Vice-Chair of the AILA-CIS Ombudsman Committee (National Committee).
  - Serve on liaison committee that meets regularly with CIS-Ombudsman's Office to present issues that impact immigration practitioners and stakeholders.

- Selected among Rising Stars (for Business Litigation) by the Maryland Super Lawyers & Rising Stars 2009, 2010, 2011, 2012 and 2013 edition of the magazine. The attorneys listed in Rising Stars are limited to 2.5% of the outstanding emerging lawyers in Maryland who meet eligibility criteria.
- Selected as Fellow by Litigation Counsel of America, a trial honor society, in February 2009.

## **LANGUAGES**

Spanish (basic)  
Hindi (basic)

## **OTHER**

- Routine involvement with local Washington-DC area non-profits, charities and individuals on pro-bono matters.



Office of the Attorney General  
Washington, D. C. 20530


ORDER NO. 3983-2017

APPOINTING DINESH C. VERMA AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Dinesh C. Verma as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

9/18/17  
Date

  
Jefferson B. Sessions III  
Attorney General

### PROFESSIONAL EXPERIENCE

**United States Department of Homeland Security, Immigration and Customs Enforcement, Office of the Chief Counsel**, Los Angeles, CA— *Senior Attorney* (November 2010 to present); *Assistant Chief Counsel* (February 2008 to November 2010) (full time employment): Represent the United States in removal proceedings in immigration court. Serve as Team Leader to a group of attorneys before three Immigration Judges and coordinate team's litigation efforts. Counsel agency components on legal matters arising from the administration and enforcement of immigration laws including detained issues. Present oral and written motions to the immigration court. Draft and file appeals to the Board of Immigration Appeals. Review/edit attorney work product. Serve as the subject matter expert on citizenship and citizenship revocation issues for the Los Angeles field office. Perform various legal and quasi-managerial tasks.

**United States Department of Homeland Security, Immigration and Customs Enforcement, Office of the Principal Legal Advisor, Enforcement Law Division**, Washington D.C.—*Associate Legal Advisor* (August 2006 to February 2008) (full time employment): Advise agency components on matters relating to its detention authority, administrative removal of aliens, repatriation of aliens, jurisdiction, post-order custody review and related federal litigation, detention of specially dangerous aliens, and national detention standards. Review and comment on proposed immigration legislation. Serve as the subject matter expert on citizenship and citizenship revocation issues.

**United States Department of the Interior, Office of the Solicitor, Division of Indian Affairs, Branch of General Legal Activities**, Washington, D.C.—*Attorney Advisor* (October 2002-August 2006) (full time employment): Advise the Assistant Secretary of Indian Affairs and the Office of Indian Gaming on matters relating to the regulations, policies, and legislation of Indian gaming including issues related to tribal-state compacts, Indian lands status issues, and scope of gaming determinations for class III gaming procedures. Provide litigation support and prepare reports to the Department of Justice on all Indian gaming-related litigation.

**Hadsell & Stormer, L.L.C.**, Pasadena, CA—*Summer and Part-time Associate* (May 2001-May 2002) (full time and part time employment): Provide trial assistance and litigation support in employment and civil rights cases. Conduct research and draft requests for document production, various motions, jury instructions, and legal memoranda. Prepare for civil litigation trials.

**California Indian Legal Services**, Escondido, CA—*Law Clerk* (May 2000-August 2000) (full time employment): Conduct intake interviews with potential clients. Conduct research and draft legal memoranda, correspondence and comment letters to tribal and governmental entities. Assist in projects for the education and advocacy of Native American issues.

### EDUCATION

**University of Southern California Law School**, Los Angeles, CA, J.D. 2002

**St. Petersburg State University**, Council on International Educational Exchange/Cornell University Study Abroad Program, St. Petersburg, Russia, August-December 1995

**Cornell University**, Ithaca, NY, double major in Linguistics, Russian Studies, B.A. 1996

### AWARDS & HONORS

Joseph G. Grossman Cornell Tradition Fellow; Cornell University Office of Minority and Educational Affairs Academic Excellence Award; Cornell University Dean's List 1993, 1994, 1996; USC Merit Scholarship; Los Angeles County Bar Association Pro Bono Award; Mexican American Bar Foundation Scholarship 2000-2001 and 2001-2002; Latina Lawyers Bar Association Scholarship; Hale Moot Court Honors Program participant.

### BAR MEMBERSHIPS AND PROFESSIONAL AFFILIATIONS

District of Columbia Bar, admitted 2002



Office of the Attorney General -  
Washington, D. C. 20530

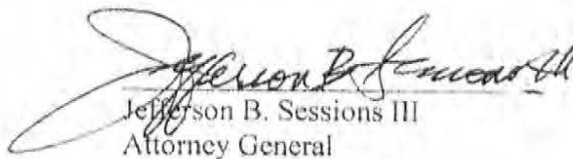
ORDER NO. 3961-2017

APPOINTING BRIDGET VIRCHIS AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Bridget Virchis as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

7/26/17  
Date

  
Jefferson B. Sessions III  
Attorney General



**NATHANIEL B. WALKER**

(b)(6)

**EDUCATION**

Stanford University  
Bachelor of Arts, Psychology

Palo Alto, CA  
1992-1996

Boston College Graduate School of Education  
Master of Arts, Developmental and Educational Psychology  
*Passed comprehensive examination with distinction*

Chestnut Hill, MA  
1997-1998

Boston College Law School  
Juris Doctor, *cum laude*

Newton, MA  
1999-2002

**EXPERIENCE**

**U.S. Department of Justice**  
**U.S. Attorney's Office, Central District of California**  
Assistant U.S. Attorney

Los Angeles, CA  
Oct. 2014-present

Advise federal law enforcement agents on criminal investigations, present criminal cases to the grand jury, and try criminal cases before the U.S. District Court. Representative cases include drug and firearms trafficking, bank fraud, identity theft, and child pornography.

**U.S. Department of Homeland Security**  
**Immigration and Customs Enforcement**  
Assistant Chief Counsel

Los Angeles and Adelanto, CA  
Sept. 2009-July 2014

Served as a Special Assistant U.S. Attorney in 2012, specializing in illegal reentry prosecution of criminal aliens. Argued before the Ninth Circuit Court of Appeals. Litigated the removal of undocumented criminals. Advised ERO officers on detention and charging decisions. Representative cases involved organized crime, drug and human smuggling, and document fraud.

**Commonwealth's Attorney's Office**  
Assistant Commonwealth's Attorney

Montgomery and Pulaski Counties, VA  
Oct. 2006-June 2009

Prosecuted felony and select misdemeanor offenses in Circuit, General District, and Juvenile Courts. Wrote appellate briefs. Advised law enforcement officers and magistrates on constitutional, statutory, and case law interpretation. Jury trials included attempted capital murder, kidnapping, felony drunk driving, shooting into an occupied dwelling, and robbery.

**NATHANIEL B. WALKER**

(b)(6)

**Howrey, LLP**  
Associate

Washington, D.C.  
Oct. 2003-June 2006

Managed electronic and paper discovery in multidistrict class action suits. Defended corporate and individual clients in DOJ and SEC investigations. Drafted motions, interrogatories, memoranda and briefs. Prepared grand jury witnesses. Representative cases involved civil and criminal antitrust, and Foreign Corrupt Practices Act defense.

**U.S. District Court**  
**Eastern District of California**  
Judicial Clerk to Hon. Peter A. Nowinski

Sacramento, CA  
Sept. 2002-Sept. 2003

Analyzed civil litigation filings, conducted case law and statutory research, drafted judicial opinions and orders, and attended court hearings. Representative cases involved the Americans with Disabilities Act, the Endangered Species Act, federal habeas challenges, and state death penalty challenges.

**RECENT AWARDS AND HONORS**

2014 Office of the Principal Legal Advisor, Chief Counsel's Challenge Coin

2014 I.C.E. Commendation of Appreciation

2011 I.C.E. Special Achievement Award for litigation involving organized crime

**LICENSED TO PRACTICE**

California, 2003-present

District of Columbia, 2004-present

Virginia, 2006-present (inactive)

**SKILLS AND INTERESTS**

(b)(6)

Conversant in French; knowledge of Taiwanese, Spanish and Mandarin

## DAVID C. WHIPPLE

(b)(6)



Admitted to the Idaho State Bar: 9/27/2007

### Legal Experience:

10/2009-present **U.S. Department of Homeland Security, Immigration and Customs Enforcement (ICE),**  
*Assistant Chief Counsel* (full-time)

Represent ICE before the immigration court. Appear before the immigration court on master calendar hearings, bond hearings, and individual hearings. Draft legal memoranda on issues of detention and removal. Draft notices of appeal and opening briefs before the Board of Immigration Appeals. Provide legal guidance to Enforcement and Removal Operations and to Homeland Security Investigations. Analyse claims of United States citizenship and draft case analysis memoranda. Review NTA's for legal sufficiency and exercise prosecutorial discretion as appropriate. Serve as team lead for *Franco-Gonzalez* cases at the Florence Detention Center. Serve as the Human Rights Law Section (HRLS) designated attorney for the Florence Detention Center. Responsible for identifying human rights violators and litigating their immigration cases. Review recertification requests of Certified Undercover Operations and Title III affidavits for electronic intercepts for legal sufficiency. Serve as U/T visa coordinator for detained respondents at the Eloy and Florence Detention Centers with the Vermont Service Center. Supervise legal externs for ICE at the Eloy Detention Center. Serve as AFGE Local 511 Steward for the Florence Detention Center.

5/2007-10/2009 **Office of the Kootenai County Prosecuting Attorney,**  
*Deputy Prosecuting Attorney* (full-time)

Handled a general felony case load of approximately 150 cases. Appeared in court daily to conduct preliminary hearings, pre-trial conferences, show cause hearings, sentencings, motion hearings, post-conviction relief proceedings, and felony jury trials. Exercised prosecutorial discretion in making charging decisions and in drafting criminal complaints. Negotiated appropriate resolutions of pending cases. Served as Drug Court prosecutor for Kootenai County.

5/2006-8/2006 **Office of the Kootenai County Prosecuting Attorney,**  
*Intern* (full-time)

Tried a variety of misdemeanors and one felony jury trial. Conducted first appearances, pre-trial conferences, show cause hearings, sentencings, and juvenile matters. Handled mental commitment and shelter-care hearings. Drafted and argued a variety of motions and memoranda.

5/2005-8/2005      **Office of the Kootenai County Prosecuting Attorney,**  
*Extern (part-time)*

Observed numerous hearings and trials. Researched and drafted motions in criminal prosecutions. Researched and wrote briefs on a variety of legal issues involving the 4<sup>th</sup> Amendment and the Idaho Code. Assisted in the seating and administration of a grand jury.

**Professional Awards:**      2015 ICE One OPLA Award  
2014 ICE Individual Cash Award  
2013 ICE Individual Cash Award  
2011 ICE Special Achievement Award

**Other Experience:**

1999-2004      **Waddell & Reed Financial Services Inc.,**  
*Financial Advisor (full-time)*

Provided financial planning advice to individual investors, small businesses, and municipal entities. Managed over \$8 million in assets in mutual funds, annuities, & executive bonus compensation programs. Developed retirement plans for small businesses and designed personal financial plans for high net worth clients.

1997-1999      **University of Iowa, Center for Russian, East European,**  
**and Eurasian Studies, Assistant Director (full-time)**

Directed the operations (2 offices, 1 degree program, 2-3 visiting scholars in residence, 25 active faculty/staff) of a Title VI U.S. Department of Education National Resource Center. Prepared the annual performance reports for the Center and administered the Foreign Language and Area Studies (FLAS) program. Supervised a comprehensive program of outreach on the national, regional, state, and local level. Supervised compliance with immigration regulations for faculty, staff, and visiting scholars. Hired, trained and evaluated professional, clerical, and student staff. Developed and implemented personal policies, operations policies and procedures, and an employee evaluation system. Wrote major sections of institutional grants (ED, NEH, USIA, USAID, SSRC, NSEP, ACLS) and prepared budget proposals for research and instructional programs. Negotiated competitive and non-competitive agreements with governmental and private sources of funding. Prepared the annual budget (approximately \$1.6 million per year) for the Center and monitored all accounts.

**Professional Affiliations:**      Member of the Idaho Bar Association since 2007  
Secretary/Treasurer of the 1<sup>st</sup> District Bar Association  
2008-2009

**Specialized Training:**      Trial Advocacy II, National Advocacy Center  
Trial Advocacy I, National Advocacy Center

**Education:**

8/04 – 5/07	University of Idaho, College of Law J.D. awarded 5/07
9/92 - 5/97	University of Michigan Horace Rackham School of Graduate Studies Department of Slavic Languages and Literatures M.A. awarded 12/95
9/88 - 5/91	University of Michigan College of Literature, Science, and the Arts B.A. with High Distinction, Honors in History

**Law GPA:** 3.08/4.00 (Class Rank: 26/104) **Graduate GPA:** 7.813/8.00  
**Undergraduate GPA:** 3.81/4.00

**Academic Honors**

**and Major Fellowships:** UI College of Law Dean's List (4 semesters)  
ITLA Best Appellate Brief Finalist  
1996-1997 Fulbright-Hays Fellow  
Phi Beta Kappa  
Academy of Finland Young Researcher Grant

**Publication:** "Ippolit Vishenskij: A New Account of Pilgrimage for a New Era"  
*Ortodoksia* 46: 123-130. (1997)

**Languages:** Russian (proficient), French, Ukrainian (adequate), Finnish (basic)



Office of the Attorney General  
Washington, D. C. 20530

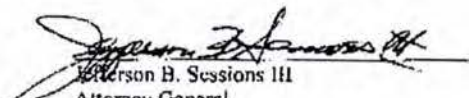
ORDER NO. 3941-2017

APPOINTING DAVID C. WHIPPLE AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint David C. Whipple as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4).

This order shall be effective on the first day of the pay period in which the oath of office is taken.

7/5/17  
Date

  
Jefferson B. Sessions III  
Attorney General



RYAN R. WOOD

(b)(6)

November 21, 2015

U.S. Department of Justice  
Executive Office for Immigration Review  
Office of Human Resources  
5107 Leesburg Pike  
Suite 2300  
Falls Church, VA 22041

Re: Application for Announcement Number: EOIR-16-1541660-IJ – Ryan R. Wood


To Whom It May Concern:

I would appreciate being considered as a candidate for Announcement Number, EOIR-16-1541660-IJ, Immigration Judge, in Bloomington, MN, grade IJ-0905-00. I have been privileged to be an Assistant Chief Counsel for the Department of Homeland Security, Immigration and Customs Enforcement (ICE or Department hereinafter) since October 2009. Currently, I am assigned as a Special Assistant United States Attorney for the District of Minnesota. Prior to my time with ICE, I was a Judge Advocate of the U.S. Army since January 2005 with a primary focus of criminal prosecution and defense.

Included with this application I am submitting a resume, three reference letters, a writing sample, my latest SF-50, my most recent available performance appraisal, a (b)(6) and a separate document detailing the required quality ranking factors.

My experiences as a prosecutor, defense counsel, and immigration attorney have helped me become a well-rounded, thoughtful, and accomplished litigator. I am excited about this opportunity with EOIR. If I can answer any questions or provide any additional detail, do not hesitate to contact the undersigned at (b)(6)

Respectfully,



Ryan R. Wood, Esq.

# RYAN R. WOOD

(b)(6)

(b)(6)

## PROFESSIONAL

**U.S. DEPARTMENT OF HOMELAND SECURITY, IMMIGRATION AND CUSTOMS  
ENFORCEMENT (ICE) – Fort Snelling, MN**  
Top Secret security clearance

**SPECIAL ASSISTANT U.S. ATTORNEY – District of Minnesota - December 2014 to present**

- Represent the United States in Federal District Court
- Investigate and prosecute cases involving identity theft, passport fraud, smuggling, illegal entry and harboring of aliens, counterfeit trademarks, child pornography, and armed bank robbery

**EMBEDDED ATTORNEY - Homeland Security Investigations (HSI) - April 2014 to December 2014.**

- Served as in-house agency counsel for the HSI Special Agent in Charge for the five state region
- Provided legal guidance and litigation support on criminal cases involving, border searches, forfeitures, narcotics, Title III wiretaps, human trafficking, child exploitation, cybercrimes, commercial fraud, information disclosure, agreements and contracts

**ASSISTANT CHIEF COUNSEL - Office of the Chief Counsel - October 2009 to March 2014**

- Represented the Department of Homeland Security in Immigration Proceedings
- Advised Immigration and Customs Enforcement agents on enforcement issues
- Designated as National Security Attorney, July 2010-September 2012
- Designated team member for Customs and Undercover Operations, Worksite Enforcement, Fourth Amendment Training, and Federal Litigation
- Recognized with Special Achievement Award for success in negotiating and coordinating a high-profile national security removal to Iran, September 2012

**U.S. ARMY - JUDGE ADVOCATE GENERAL'S CORPS (JAG) - Fort Carson, CO**

Awarded the Bronze Star Medal for exceptionally meritorious service in a combat zone

Awarded the Army Commendation Medal with bronze oak leaf cluster

Tried six jury trials and over thirty contested sentencing cases

Promoted to the rank of Captain

**TRIAL DEFENSE COUNSEL - January 2008 to October 2009**

- Represented soldiers facing court-martial proceedings, pretrial investigations, and administrative hearings
- Twelve-month deployment to Iraq to defend soldiers facing criminal charges in Iraq, Kuwait, and Afghanistan

**SENIOR TRIAL COUNSEL - June 2007 to January 2008**

- Chief litigator among six trial counsel for the Army's fourth busiest courts-martial jurisdiction
- Trained seven new trial counsel, assisted in the management of all military justice actions, and served as acting Chief of Justice

**TRIAL COUNSEL - June 2006 to June 2007**

- Transferred ahead of peers to Military Justice Division and was assigned as prosecutor for the busiest, most complex and diverse jurisdiction at Fort Carson
- Prosecuted criminal cases before panels (military juries), contested sentencing hearings, and Administrative Boards
- Advised commanders on all aspects of criminal justice and military legal issues
- Advised and trained federal law-enforcement agents on investigations and courtroom practice

**MILITARY MAGISTRATE - December 2005 to June 2006**

- Appointed by the Fourth U.S. Army Judicial Circuit to be a part-time military magistrate
- Held Pre-Trial Confinement hearings for soldiers facing trial by court-martial
- Issued search authorizations and arrest warrants upon a showing of probable cause

**SOLDIERS' COUNSEL - May 2005 to June 2006**

- Represented injured soldiers before an administrative board on findings of fitness and disability
- Attained unrivaled success by achieving a more favorable outcome in 80% of all contested cases
- Selected by headquarters as one of only two JAG attorneys Army wide to attend a conference on how to redesign the Army's disability system

**LEGAL ASSISTANCE ATTORNEY - April 2005 to June 2006**

- Assisted clients with general legal issues: family law, estate planning, debtor creditor, consumer law, civil and criminal matters, and other military legal issues

## **EDUCATION**

**HAMLIN UNIVERSITY SCHOOL OF BUSINESS - Saint Paul, MN**

- Master of Business Administration, May 2015

**HAMLIN UNIVERSITY SCHOOL OF LAW - Saint Paul, MN**

- Juris Doctorate, May 2004
- Editor, *Hamline Law Review* 2003-2004

**HAMLIN UNIVERSITY COLLEGE OF LIBERAL ARTS - Saint Paul, MN**

- Bachelor of Arts, May 2000
- Major in Political Science, Minor in Management

## **LICENSURE & MEMBERSHIPS**

SUPREME COURT OF MINNESOTA – Admitted and sworn, October 2004

Member of the FEDERAL BAR ASSOCIATION – Immigration Law Section

Member of the MINNESOTA LAVENDER BAR ASSOCIATION



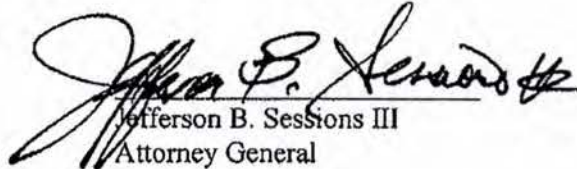
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4033-2017

APPOINTING RYAN R. WOOD AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Ryan R. Wood as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

11/28/17  
Date

  
Jefferson B. Sessions III  
Attorney General



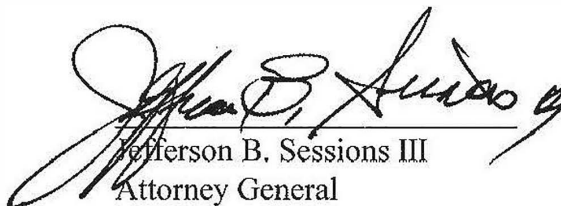
Office of the Attorney General  
Washington, D. C. 20530

ORDER NO. 4025-2017

APPOINTING MATTHEW E. MORRISSEY AS AN IMMIGRATION JUDGE

By the authority vested in me as the Attorney General by 8 U.S.C. § 1103(g)(1), I hereby appoint Matthew E. Morrissey as an Immigration Judge, defined in 8 U.S.C. § 1101(b)(4), effective on the first day of the pay period succeeding the date of this order.

10/2/17  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jefferson B. Sessions III  
Attorney General





U.S. Department of Justice  
Executive Office for Immigration Review  
*Office of the General Counsel*

5107 Leesburg Pike  
Falls Church, Virginia 22041

November 25, 2019

***CERTIFIED MAIL – RETURN RECEIPT REQUESTED***

Katherine Anthony  
American Oversight  
1030 15th Street NW, Suite B255  
Washington, DC 20005

Re: FOIA 2019-03297 Supplemental Response – Partial Grant

Dear Ms. Anthony:

This letter constitutes our supplemental response to your Freedom of Information Act (FOIA) request to the Executive Office for Immigration Review (EOIR) dated October 19, 2018, amended October 30, 2018, May 20, 2019, and November 15, 2019, in which you seek:

1. Records showing the number of candidates for Immigration Judge positions and Board of Immigration Appeals positions whose applications were pending for more than one year prior to September 1, 2018; and
2. Records relating to job applications of Immigration Judges and BIA members who entered on duty since January 20, 2017

With respect to paragraphs 1 and 2, you will recall that EOIR issued four (4) different responses to you on April 17, 2019, May 30, 2019, July 30, 2019, and August 15, 2019. In accordance with our agreement, we are providing the QRFs for the eighteen (18) immigration judges identified in your November 15, 2019 e-mail to EOIR.

We are granting partial access to the records. Portions of the enclosed records have been redacted in accordance with Exemption 6, 5 U.S.C. § 552(b)(6), to avoid a clearly unwarranted invasion of personal privacy.

For your information, Congress excluded three discrete categories of law enforcement and national security records from the requirements of the FOIA. *See* 5 U.S.C. § 552(c) (2006 & Supp. IV 2010). This response is limited to those records that are subject to the requirements of the FOIA. This is a standard notification that is given to all our requesters and should not be taken as an indication that excluded records do, or do not, exist. *See* <http://www.justice.gov/oip/foiapist/2012foiapist9.html>.

You may contact our FOIA Public Liaison at the telephone number 703-605-1297 for any further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, Room 2510, 8601 Adelphi Road, College Park, Maryland 20740-6001, e-mail at [ogis@nara.gov](mailto:ogis@nara.gov); telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.



If you are not satisfied with our response to this request, you may administratively appeal by writing to the United States Department of Justice, Office of Information Policy, Sixth Floor, 441 G Street, NW, Washington, DC 20530-20001, or you may submit an appeal through OIP's FOIAonline portal by creating an account on the following web site: <https://www.foiaonline.gov/foiaonline/action/public/home>. Your appeal must be postmarked or electronically transmitted within 90 days of the date of my response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal."

Sincerely,

*Joseph Schaaf*

J.R. Schaaf  
Senior Counsel, Administrative Law

Enclosure:  
CD-Rom

Job Announcement EOIR-15-0032

## Quality Ranking Factors (QRF) – Immigration Judge

E. Mark Barcus

Job Announcement EOIR-15-0032

### **QRF #1 – Ability to demonstrate the appropriate temperament to serve as a judge.**

I have 14 years of direct experience as a trial judge on the state bench. My reputation is that of a professional and emotionally intelligent jurist. I work well with attorneys, members of the public, other judges and staff.

In discussing judicial temperament, I would highlight my work in the Family and Juvenile courts. These dockets provide some of the greatest tests to judicial demeanor.

In family court, over a third of the litigants were unrepresented. My role was not simply to adjudicate, but to communicate effectively with all those that came before me so that cases could be resolved fairly. Even when both sides have counsel, the subject matter and the animosity between parties requires the judge, as the neutral, to both evaluate and explain the process and the decisions that are being reached.

Juvenile cases at times had horrific fact situations. Deprived cases by definition involve allegations of child abuse or neglect. Even in delinquency cases we found that there were often underlying unstable family situations that contributed to the juvenile's illegal behavior. Caseloads were heavy for all of the professionals involved.

E. Mark Barcus

(b)(6)

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Job Announcement EOIR-15-0032

I was successful on these dockets because I was able to not only treat all involved with respect, professionalism and dignity, but to model that attitude to others and bring stability to a chaotic process.

## **QRF #2 – Knowledge of immigration laws and procedures.**

My direct interaction with immigration laws and procedures has been as they impact specific parties who are also involved in state court actions. Typically this occurs on the criminal and family dockets, although it has come up occasionally with regard to pretrial matters in civil litigation. The status of immigration proceedings may impact state court orders, settlements, pleas and scheduling. As such, I am generally familiar with these laws and policies through that experience.

Immigration is a subject that also comes up in various contexts in my work with community groups; particular with regard to education and legal services initiatives. I am also involved with the international community through Tulsa Global Alliance, Alliance Français and personal friendships.

Finally, I am a quick study and have a track record for mastering different areas of the law. Over the course of my judicial career, I handled every docket at one point or another. I have a genuine interest in immigration law and would look forward to deepening my knowledge in that area.

**QRF #3 – Substantial litigation experience, preferably in a high volume context.**

I am a seasoned litigator with 27 years of direct courtroom experience. As a trial judge for 14 of those years, I handled very large caseloads. For example, while in the Family Division I had over 1,200 cases assigned at any given time. The Child Support Enforcement Docket consisted of 100-125 cases each week. The Parenting Plan Conference Docket had 100-150 cases per week. The Misdemeanor Docket had well over 100 arraignments each morning, with several dozen conferences and plea settings in the afternoons (and regular trials). I have conducted over 50 jury trials. The dockets I handled in the Juvenile Division were also intensive and involved multiple professionals in addition to the parties and attorneys. As a Felony judge, I had a weekly District court docket that averaged 125 cases each Monday in addition to trials and hearing during the rest of the week and specialty dockets each month. As a District Judge in the Civil Court I routinely handled multimillion-dollar litigation, involving not only individuals and corporations, but government officials and agencies as well.

As a lawyer with a substantial family law practice I handled a high-volume, proceeding intensive caseload prior to taking the bench in 2000.

**QRF #4 – Experience handling complex legal issues.**

From the beginning of my career I have handled complex litigation: trade secrets, commercial torts, contract disputes, employment discrimination. I handled litigated divorce cases that sometimes involved several million dollars of assets, ownership of foreign corporations, real estate and issues involving children.

As a trial judge, I have worked on complex legal issues in every area of state court practice: Civil (condemnation, medical and legal malpractice, foreclosure, banking, contracts), probate, felony (including youthful offender and competency hearings), child support compliance, delinquency, deprived juvenile, adoption and family law.

Additionally, I have advised non-profit organizations on a variety of complex legal issues, including human resources, compliance, and funding issues – “New Markets Tax Credit” financing for example.



**QRF #5 – Experience conducting administrative hearings.**

As a state trial judge for over 14 years, I conducted thousands of hearings, trials and similar proceedings. Many of these were adversarial, with opposing parties. Many others, however, were procedural where the task was to insure that the party involved had complied with all necessary legal requirements.

In Oklahoma, our District Court also serves as the appellate court for several state court administrative tribunals including the Oklahoma Department of Human Services. As such, I have dealt with hundreds, if not thousands, of administrative orders for enforcement and appeal purposes.

While a Member of the Board of Education for Tulsa Public Schools, I was one of the only members with a legal background. I generally led proceedings when we had administrative hearings on disciplinary appeals or staff terminations. Matters that get to that stage are always highly contentious and generally involve multiple witnesses.

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**QRF #6 – Knowledge of judicial practices and procedures.**

It is fair to say I am steeped in judicial practice and procedure. Over the course of my judicial career I not only enforced state and local court rules, I had extensive involvement in drafting them. I took an active role in the administration and implementation of court policies and programs. I have presented continuing education programs to attorneys and worked with staff and the public in explaining and implementing new procedures. I was a primary spokesperson for the Court as we implemented the Parenting Plan Conference Docket in 2000, the Accelerated Accountability Felony Docket in 2004 and the dedicated Domestic Violence Docket in 2014.

I have a reputation for efficient administration and docket management. I believe that it is the role of the judicial officer to insure that proper policies and procedures are complied with.

Over the course of my career, I have handled our Court's most complex and high volume dockets. These include civil, criminal, family and juvenile dockets at every phase of litigation. Several times I was asked by superiors or colleagues to take over dockets that not being effectively administered. On each occasion, I turned the dockets into productive and efficient operations.

In 2012, the Oklahoma Child Support Enforcement Association recognized one such effort when they named me their Legal Partner of the Year for my work on the Contempt Enforcement Docket. This docket typically has 100-130 cases assigned to it. It had been taking more than an entire day each week before I took it over. Through my administration, we were able to conduct the entire docket in a single morning and reduce the need for it from four times a month to three. This greatly reduced the amount of time both attorneys and parties

E. Mark Barcus

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Job Announcement EOIR-15-0032

had to spend in Court and any had a positive impact on compliance.

## **QUALITY RANKING FACTORS (QRF'S)**

### **1. Ability to demonstrate the appropriate temperament to serve as a judge.**

In my present position, when prosecuting cases, I do not merely seek out convictions, but instead seek fair and just resolutions within the bounds of the law. I have enjoyed a good rapport with members of my local judiciary and defense bar by being affable and even-tempered, while simultaneously cultivating a good reputation as a well-prepared, skilled adversary in the courtroom. I am required to work between the hours of 9:00AM and 5:00PM, Monday through Friday, but because preparation is key to success in the courtroom, I routinely stay late and work weekends. I am a firm believer that hard work pays dividends. I would bring that same philosophy into the courtroom as a judge. In addition, I believe in treating everyone who walks into a courtroom with dignity and respect.

### **2. Knowledge of immigration laws and procedures.**

Immigration issues routinely arise on my cases, such as defendants facing deportation and victims seeking U visas. In addition, every time a non-citizen defendant takes a plea, the judges admonish them of the potential immigration consequences of their guilty pleas. Although I have practiced criminal law exclusively for the past fifteen years, I have built the foundation for success in immigration law. One of the great things about the practice of law, is that it is challenging and ever-changing. As attorneys, we need to keep abreast of developments within the law and our profession, to keep our skills fresh. I enjoy learning. I welcome change, and I know my skills would translate quite well to the practice of immigration law. I am confident my colleagues in Suffolk County and members of my local judiciary would agree.

### **3. Substantial litigation experience, preferably in a high-volume context.**

For approximately fifteen years, I have represented the people of the State of New York and County of Suffolk in criminal matters as an Assistant District Attorney, on a full-time basis, engaging in extensive litigation and motion practice. I have been assigned to trial bureaus, for the past twelve years, where I have appeared in court on an almost daily basis, prosecuting some of the most serious felony matters in my county, including homicide matters, gang violence, narcotics, and sexual abuse. I have presented hundreds of cases to the Grand Jury and consequentially handled hundreds of indictments, litigating many cases as a result. I have participated in dozens upon dozens of pre-trial hearings wherein defendants have unsuccessfully sought suppression of evidence for alleged constitutional rights violations. Over the past twelve years, I have handled close to twenty felony trials, functioning as lead counsel on all but two felony trials.

I was one of two attorneys assigned to the high profile, six-month long, double jury trial matter of two homicide co-defendants. In another matter, I prosecuted a defendant who created his own religion and sexually abused children by convincing practitioners that sexual abuse was a means to achieving spiritual enlightenment. I tried and convicted a defendant featured on the television program "America's Most Wanted" for a sex offense, and separately obtained the first conviction after trial and life sentence for predatory sexual assault against a child in Suffolk

County history. One of my recent trials was an attempted murder case where a defendant shot and stabbed his estranged wife. His wife miraculously survived and, in addition to his jail sentence, the defendant had to deal with immigration issues as a result of his actions.

**4. Experience handling complex legal issues.**

I have extensive experience working with time-sensitive projects, confidential investigations, gathering data, and handling a high-volume caseload with dozens of open matters. I have handled complex multiple co-defendant litigation. For example, I am presently getting ready for trial on a matter involving twenty-five co-defendants involved in a major heroin/fentanyl narcotic trafficking ring. In addition, based on my prior training and experience with computer technology, I had been assigned many cases which involved computer-facilitated crimes. Based on the constantly evolving nature of computers, I have drafted and submitted legal papers addressing cutting-edge technology and its impact on certain defendants.

**5. Experience conducting administrative hearings.**

As I mentioned previously, I have presented hundreds of cases to the Grand Jury and consequentially handled hundreds of indictments, litigating many cases as a result. I have participated in dozens upon dozens of pre-trial hearings wherein defendants have unsuccessfully sought suppression of evidence for alleged constitutional rights violations.

**6. Knowledge of judicial practices and procedures.**

Having tried dozens of cases, I have become familiar with local judicial practices and procedures. I also stay current in my field by reading pertinent judicial decisions.

Julia Diaz-Rex

Quality Ranking Factors

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**Applicants meeting the minimum requirements will be further evaluated to determine those who are best qualified. This determination will be based, in part, on the following quality ranking factors (QRF's):**

1) Ability to demonstrate the appropriate temperament to serve as a judge.

From 1995 through 2014, as an Assistant United States Attorney, I have demonstrated the appropriate temperament to serve as a judge by the handling of hundreds of federal court cases dealing with major and white collar crime. At all times in hearings and trials, I remained patient and composed always arguing with firm assurance in my cases. I have received numerous accolades from the Court regarding the civility and in the manner in which I present and argue issues before the Court. I successfully criminally prosecuted over eight hundred (800) defendants and presented over one hundred (100) cases to the grand jury; all with indictments returned. I participated in formal trials as lead counsel in twelve (12) complex white collar, violent crime and drug trafficking cases in the Federal District Court as well as second chair counsel in another five (5) jury trials.

I have judiciary experience; from 1999 through 2001, as a Lieutenant in the United States Coast Guard Reserve, I served as an ad hoc Judge in four (4) military summary courts-martial cases ensuring all litigants had an opportunity to be heard and be treated with respect. I prepared findings that included the criminal violations committed applying the Uniform Code of Military Justice to support conclusions of law. All decisions and conclusions were fully supported with no case reversals.

Specific example: From February 9-17, 2009, as an Assistant United States Attorney, I represented the United States in a hotly contested case involving wire fraud. Though the case as hotly contested, I exercise restraint and sensitivity to the defendant's plight. After a week of trial, the jury found the defendant guilty of various counts of wire fraud.



In *United States v. Luis Herrero, et al.*, PR District Court Criminal Case 08-288 (GAG), as the sole prosecutor in this case, I tactfully handled all situations during the trial, including defense counsel's attacks on the government's case and methods used to prove the defendant's knowledge and intent to commit the wire fraud. The defendant claimed that the government inappropriately charged him because he did not have the knowledge or intent to commit the crime. At all times, I remained patient and composed, always arguing with firm assurance the elements of the charge required to be proven in order for the jury to render a conviction. I received accolades from the Court regarding the civility used by both counsel in the manner in which the parties presented the issues. I received a performance award and time off award by the United States Attorney for this case.

The above information can be verified by: United States District Court Judge Gustavo A. Gelpi

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## 2) Knowledge of immigration laws and procedures.

I have extensive knowledge of immigration laws. On October 31, 1998, I received a certificate of completion from Florida International University in Immigration and Nationality Law. From 1995 through 1999, while assigned to United States Coast Guard, I worked as a Special Assistant United States Attorney and dealt with numerous immigration cases dealing with illegal reentry of migrants.

From 2005 through 2012, while assigned as an Assistant United States Attorney, I prosecuted over five (5) illegal reentry after deportation, smuggling and marriage fraud cases. These cases were indicted based on Title 8, United States Code, Sections 1324, 1325, 1326 and 1546.

### Specific examples:

In 2005-2006, I was the prosecutor in the following illegal reentry after deportations cases: *United States v. Teofilo A. Zorrilla*, PR District Court Criminal Case 05-407 (JAG); *United States v. Modesto de los Santos Pichardo*, PR District Court Criminal Case 05-412 (PG); *United States v. Richard Hernandez*, PR District Court Criminal Case 06-283 (CCC); and, *United States v. Adalcino Godoi Rezende*, PR District Court Criminal Case 06-284 (ADC).

In 2005-2006, I was prosecutor in the following marriage fraud and migrant smuggling cases: United States v. Ivette Colon Diaz, et al., PR District Court Criminal Case 06-339 (JAF) and United States v. Carlos Ozete, PR District Court Criminal Case 05-373 (DRD).

3) Substantial litigation experience, preferably in a high volume context.

From July 1994 to the present, I have more than twenty (20) years of litigation experience in federal, military and state courts/boards in criminal, civil, and administrative cases. During this time period, I successfully criminally prosecuted over 800 defendants and presented over one hundred (100) cases to the grand jury; all with indictments returned. I prepared for and participated in formal trials as lead counsel in more than twelve (12) complex white collar, violent crime and drug trafficking cases in the Federal District Court as well as served second chair counsel in another five (5) jury trials. In these cases, I prepared for and participated in hundreds (100s) of hearings, including status conferences, suppression, change of plea and settlement conferences, jury trials with more than twenty-five (25) witnesses with direct/cross examinations, extensive motion practice on suppression and discovery matters with written findings of facts and conclusions of law.

Specific examples:

- 1) Approximately January 2009 through 2011, Puerto Rico District Court Case Numbers 09-421 (JAG), 11-017 (PG), 11-024 through 11-029 (PG).

During approximately January 2009, as an Assistant United States Attorney (AUSA), I indicted over 100 persons and a physician for mail fraud involving the American Life Assurance Company (AFLAC). I participated in hundreds of hearings applying legal and evidentiary rules and procedures to dispose of all defendants in the case.

In 2007, I was assigned an investigation involving the American Life Assurance Company (AFLAC) where it was alleged that hundreds of policy holders and physicians were working together to defraud the company of millions of dollars. After several search warrants, hundred interviews, and analysis of thousands of documents, in 2009, I indicted the case with over 100 defendants, including medical doctors. In one case in particular, over one hundred individuals were indicted and a physician with conspiracy to commit mail fraud. I participated in hundreds

of hearings applying legal and evidentiary rules and procedures to dispose of all defendants in the case. In the hearings, I fully developed a full and fair record to ensure that convictions would not be reversed. The case was successfully completed with all defendants either pleading guilty or entering pre-trial diversion programs. I received a performance and time-off award from the United States Attorney for this case.

This information can be verified by: AUSA Desiree Laborde at (b)(6)

2) March 30, 2009 through approximately February 16, 2010

From March 30, 2009 through approximately February 16, 2010, I was assigned to investigate and prosecute an identity theft ring where Puerto Rico birth certificates and Social Security cards were being stolen from local schools and sold on the black market primarily in the United States. A total of Eight (8) indictments were successfully filed against twelve (12) individuals.

United States v. Casimiro Nunez Polanco, PR District Court Criminal Case 09-119 (JAF), and other related cases was part of a multi-agency, multi-jurisdictional investigation of the theft of thousands of Puerto Rican (PR) birth certificates and social security cards that were being sold on the black market to persons in the United States. Eight (8) indictments were filed against twelve (12) individuals who were all successfully prosecuted and convicted. In these cases, I prepared for and participated in multiple hearings (including status conferences, suppression, change of plea and settlement conferences), two (2) jury trials with more than twenty-five (25) witnesses with direct/cross examinations, extensive motion practice on suppression and discovery matters with written findings of facts and conclusions of law. As a result of this case, I was awarded the 2010 Council of the Inspectors General Award for Excellence for outstanding work and the local PR demographics system was changed requiring new birth certificates for all PR born residents. I served as the prosecutor to investigate and prosecute an identity theft ring where Puerto Rico birth certificates and Social Security cards were being stolen from local schools and sold on the black market primarily in the United States. I indicted a total of twelve (12) persons in eight (8) separate indictments. I successfully prosecuted all defendants, including two persons who went to trial. I conducted direct examination of over 25 witnesses and cross-examination of defense witnesses. These cases involved extensive motion practice on suppression matters. I attended multiple hearings including suppression hearings, status conference and change of plea and sentencing. I was awarded the Office of Inspector General

Award for outstanding work. As a result of the prosecution and investigation of this case, the entire Puerto Rico Department of Demographics implemented changes to the birth certificate forms in order to prevent fraud of this magnitude. In 2011, all Puerto Rican born US Citizens were required to apply for the new birth certificates.

The above information can be verified by: SSA, OIG RAC Manuel Rivera at (b)(6)

#### 4) Experience handling complex legal issues.

As an Assistant United States Attorney (AUSA), from July 2007 until the present, I was assigned to work PR District Court Criminal Case 07-302 (JAG), 08-242 (CCC) and 08-243 (JAG). From July 2007 through the present, I was assigned to a Food and Drug Administration (FDA) investigation into fraud at the Puerto Rico Board of Medical Examiners, {in Spanish Tribunal Examinador de Medicos (TEM)} involved board officials tampering and falsifying physician candidate scores in order to pass the medial licensing requirements and obtain a medical license. In order to indict the case, I along with the Chief of the Criminal Division needed to find an applicable federal offense. After much research and debate, I was able to successfully indict more than one hundred (100) medical doctors along with board employees, such as the President, Vice-president, Legal Advisor and Secretary, on charges of Honest Services Mail Fraud.

In this case, I worked on prosecuting over one hundred (100) medical doctors who had fraudulently obtained their medical licenses. The difficult problem in this case was finding a way to charge the physicians and board officials with a federal offense as it was not clear what federal law would apply. During the investigation, we were able to determine that the license though not mailed the licensing process extensively relied on the use of the mail. Therefore, after much research and analysis, the indictment was successfully drafted to charge Honest Service Mail Fraud. I participated in hundreds of hearings in District Court before four different District Court judges. I prepared multiple indictments that successfully returned as true bills for over 100 medical physicians. I issued hundreds of subpoenas, participated in hundreds of changes of plea hearings held and settlement conferences. Two trials were successfully tried against 8 medical physicians/defendants who were convicted. One trial lasted more than four months before Judge Carmen Cerezo. I conducted both direct and cross examination of more than fifty witnesses as well as presented hundreds of documentary evidence during trial. I

conducted extensive motion practice, which included two contested Daubert hearings. I was awarded the Food and Drug Administration (FDA) award for Outstanding Work in the prosecution of this case. As a result of this case, the Puerto Rican Government dismantled the TEM and created a new regulatory agency to better administer the medical licensing process.

This information can be verified by: AUSA Laborde, Desiree at (b)(6)

5) Experience conducting administrative hearings.

From 2009 until the present, as a Lieutenant Colonel and Staff Judge Advocate for the 1st Mission Support Command, I oversee and direct military administrative hearings of soldiers who test positive for controlled substances and commit misconduct.

From 1995 – 2009, as a JAG officer, I have extensive experience in conducting administrative hearings, including direct and cross-examination of witnesses, responses to motions with written findings of facts and conclusions of law, issuance of subpoenas and discovery matters. I personally prepared for, and participated in over thirty (30) administrative hearing cases, that included separation hearings for medical, drug abuse and civil misconduct cases.

This information can be verified by my military awards and DD214.

6) Knowledge of judicial practices and procedures.

As an Assistant United States Attorney (AUSA), I have extensive knowledge of judicial practices and procedures. I have extensive litigation experience in federal court on major crime and white collar criminal cases; grand jury practice; motion practice with written findings of facts and conclusions of law; and all other aspects dealing with the preparation, investigation and trial of major crime and white collar cases dealing with Immigration fraud, Social Security fraud, Medicare fraud, Bank fraud and violent crime. I prepared for, participated in formal trials as lead counsel in twelve (12) complex white collar, violent crime and drug trafficking cases in the Federal District Court as well as second chair counsel in another five (5) jury trials. Judicial practices and procedures were followed.

I have consistently received outstanding performance evaluations from 2006 through 2014 with time-off and/or cash awards received.

This information can be verified by my references.



QRF #1: Ability to demonstrate the appropriate temperament to serve as a judge.

Throughout my years as an attorney, I have earned a reputation as being fair and reasonable. I have gained the respect of my peers as a trustworthy person who upholds the law, even if not beneficial to my case. It has always been my goal to affect justice, not to win cases. I make my decisions based on the facts at hand, and the law that applies to those facts. I do not allow personal preferences, feelings, or opinions to come into play in my decisions.

I also do not allow my emotions to dictate my reactions or responses in court. I have always treated opposing counsel professionally and politely, even when I have not been treated with the same. I also always communicate to the court in a professional and respectful manner in my written and oral advocacy. I understand the importance of a judge maintaining a professional tone and impartiality between the parties, and am confident I will be able to do so.

QRF #2: Knowledge of immigration laws and procedures

While I have only been working as an Assistant Chief Counsel with ICE for 6 months, I have gained a tremendous amount of knowledge regarding immigration laws and procedures during that time. I have worked on cases in all stages of proceedings from initial filings, to master and bond settings, final hearings, and through appeal. I have become particularly aware of the need for our Judges to hear and dispense of immigration cases in a timely and just manner.

As part of my duties, I routinely review NTAs for sufficiency and file them with the court along with any required supporting documents and/or conviction records. I am familiar with the various charges under Sections 212 and 237 of the Act as well as various forms of relief, including voluntary departure, asylum, withholding of removal, protection under CAT, cancellation of removal pursuant to 42A and 42B, and adjustment of status. I am also familiar with bond procedures including which aliens are subject to mandatory detention versus those aliens who are eligible for bond, what constitutes danger and flight risk, and facts to be considered by the Judge when making a decision. I am also familiar with appellate procedures including notices of appeal, stays of removal, standards of review, and BIA procedures. I am familiar with other such procedures as administrative closure of cases, motions to reopen, and special considerations/laws that come into play when dealing with juveniles and family units. Lastly, I am familiar with certain acquisition and derivation statutes due to my assistance with investigations into U.S. citizenship claims.

QRF #3: Substantial litigation experience, preferably in a high volume context.

The majority of my litigation experience was obtained while at the Bexar County District Attorneys Office. This was a very high volume environment with hundreds, if not thousands, of cases assigned to the two to three prosecutors overseeing any particular court. As a misdemeanor attorney, I had approximately 50 jury trials which included DWIs, assaults, resisting arrest, theft, criminal mischief, burglary of a vehicle, and possession of marijuana. Approximately half of those trials were as the first chair prosecutor. During that time, I also litigated numerous contested motions to suppress as both the first chair and second chair prosecutor. As a felony prosecutor, I tried six cases as the first chair prosecutor, and four cases as the second chair prosecutor. These

included armed robbery with a deadly weapon, possession of a controlled substance, DWI 3d, sexual assault of a child, continuous sexual assault of a child, family violence 3<sup>rd</sup> or more, and assault – family violence – choking/strangulation. I also litigated several motions to suppress and motions to strike expert testimony.

My caseload as an AUSA was similarly large. My highest number of assigned cases was 263, with the average being approximately 150 cases. I was responsible for every aspect of my assigned cases including investigation, indictment, pre-trial motions/hearings, plea agreements, jury trials, sentencing matters, and/or appeal. During my three years as an AUSA, I first chaired eight jury trials, and sat second chair on two jury trials. These were comprised of drug cases, human smuggling cases, and child victim cases. In addition to the jury trials, I also first chaired numerous contested motion to suppress, motions to dismiss, and sentencing hearings.

#### QRF #4: Experience handling complex legal issues.

A large majority of my legal experience has involved complex legal issues. These legal issues have come in the form of investigative procedures, search warrants, sufficiency of evidence, arrest and interview standards, indictment procedures and grand jury investigations, expert witnesses, trial procedures, sentencing issues, and appellate issues.

As a first chair misdemeanor attorney, I successfully litigated the first motion to suppress blood evidence that was gathered under the county's new "no refusal" police. Not only was the law uncertain in regards to such policies, but our misdemeanor prosecutors and judges were unfamiliar with the science behind such blood testing. I conducted numerous amounts of legal research, as well as scientific research, so that my expert witness and I would be prepared for the hearing. We prevailed on the motion and our work together laid the groundwork for prosecutors who would deal with other such motions to come.

As an AUSA, I had several ongoing investigations running at any particular time. The most complex legal issues arose in the context of TIII wire intercepts, cases involving confidential sources or undercover agents, and cases involving any sort of fraud.

One particularly complex case I prosecuted involved wire intercepts of a human smuggling organization. Over the course of 14 months, several TIIs were operating on different numbers involved in the organization. Border Patrol and HSI worked together with CBP to intercept over 100 smuggled aliens from more than 20 different smuggling events. Through out the course of the investigation, I assisted agents with legal issues regarding the wires, interviews of material witnesses, seizure of evidence, interviews and arrests of principals, and sufficiency of the evidence. Ultimately, we indicted 17 defendants under a sealed indictment and then coordinated with several different agencies to ensure the arrest of all indicted defendants and searches/seizures of additional evidence. I then filed a motion to have the case designated as "complex" due to the sheer amount of evidence collected in the case, and coordinated with 17 different defense attorneys to ensure that all discovery was timely and properly served. All defendants, except for 1, pled guilty. Throughout the next year, I handled complex sentencing matters dealing with relevant conduct, forfeiture, and sentencing enhancements. As an ACC, I then was able to assist in the removal proceedings of one of the defendants who was in immigration proceedings in San Antonio.

Child victim crimes, particularly possession of child pornography also pose particular complex legal issues to be dealt with. As an AUSA, I assisted in the investigation of several of these types of cases. All of them pose particularly challenging legal issues regarding the technology used to commit the offenses, in particular with regards to obtaining electronic evidence and proving “possession.” These cases also present particular challenges in regards to pre trial motions, suppression of evidence, expert opinions, and sentencing issues such as number of images depicted, age of victims, enhancements, and restitution.

As an ACC, I have dealt with complex legal issues arising from claims to U.S. citizenship, removability based on prior convictions, classification of convictions as aggravated felonies and CIMTs, applications for asylum, withholding of removal and CAT, issues relating to continuous presence in the United States, “hardship” as it relates to cancellation of removal under 42B, USCIS versus IJ jurisdiction, and classification of a respondent as a Special Juvenile Immigrant.

QRF #5: Experience conducting administrative hearings.

As an ACC, I appear in administrative proceedings on a regular basis. To date, I have conducted well over 50 detention hearings, over 20 final hearings adjudicating applications for asylum, withholding of removal, and CAT, two final hearings regarding cancellation of removal under 42B, and one adjustment of status. I attend master calendar settings and bond settings approximately two to three times per week. I also attend administrative hearings via VTC from the family residential center as needed.

QRF #6: Knowledge of judicial practices and procedures.

As both an ADA and an AUSA, I received training in judicial ethics. This training focused primarily on judicial communications, relationships, and proper/improper gifting.

My extensive experience in state, federal, and administrative court has provided me with some familiarity in judicial courtroom practices and procedures particularly in regards to litigation.

### **1 – Ability to demonstrate the appropriate temperament to serve as a judge**

For the past 7+ years, as a licensed attorney and post bar admission, I have been employed as an Administrative Law Judge, 100% of the time and on a full-time basis. My duties involve reviewing formal hearings involving administrative law at the State and local level in which a formal procedure was initiated by a governmental body.

Due to my experience, I can demonstrate the appropriate temperament to serve as a judge: I possess excellent interpersonal skills, including showing understanding, friendliness, courtesy, tact, empathy, concern, and politeness to others. I have the ability to develop and maintain effective relationships with others, including individuals who are difficult, assertive, hostile, or distressed. This is particularly true in regards to the Appellants that appear before me as they are often angry and or confused as to the situation; often times, the Appellant will be mentally ill and will require particular patience so as to illicit meaningful testimony/ information. I relate well to people from varied backgrounds and different situations, as well as being sensitive to cultural diversity, race, gender, disabilities, and other individual differences. In addition, I set well-defined and realistic personal goals while displaying a high level of initiative, effort, and commitment towards completing assignments in a timely manner. I believe I demonstrate this by drafting opinions in a timely manner: I never have a backlog of cases. Furthermore, I can work with minimal supervision while demonstrating responsible behavior. Finally, I am motivated to achieve (hence this application).

### **2 – Knowledge of immigration laws and procedures**

I have no knowledge of immigration law and procedures. However, I am willing to learn and have a history of taking to training: I am a Medicaid Judge who had no knowledge of immigration law and procedures when I began the job. However, my Agency trained me and, today, it has been objectively said (by my Supervisors) that I do my job well.

### **3 - Substantial Litigation Experience, preferably in a high volume context**

For the period of November 2007 to February, 2010, I was employed as an Agency Attorney for the New York City Department of Homeless Services and litigated the Agency's interests at State Fair Hearings before the NYS Office of Temporary and Disability Assistance, including the presentation of relevant facts and legal arguments to substantiate the Agency's position. My duties involved litigating, every day, a high volume of cases (and due to the high number of people seeking shelter benefits in New York City). For the 2+ years I was employed as an Agency Attorney, I personally handled approximately 100 cases monthly.

My litigation experience has provided me the ability to effectively express information (for example, conclusions, rationale, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information: I was always mindful that I was presenting a position to at least two parties – the Appellant and the Judge – and my presentation had to be accessible to both parties. I have the ability to makes clear and convincing oral presentations. I also have the ability to listen to others, attend to nonverbal cues, and respond appropriately: for

example, oftentimes, the Appellant would express questions or concerns that would require active listening and attention and necessitating appropriate responses.

In addition, my litigation experience has enhanced my reasoning ability, allowing me to identify rules, principles, or relationships that explain facts, data, or other information, as well as an ability to analyze information and makes correct inferences or draws accurate conclusions. Sometimes, this ability can be drawn from documentation prepared in advance of a hearing while other times the opportunities would present themselves at the hearing as a result of testimony and evidence elicited.

Furthermore, my litigation experience has enhanced my writing ability, including: recognizing and using correct English grammar, punctuation, and spelling; communicating information (for example, facts, ideas, or messages) in writing in a succinct and organized manner; and producing written information, which may include technical material, that is appropriate for the intended audience (i.e. the Appellant and the Judge). In addition, whenever I, on behalf of the Agency, reached a settlement with an Appellant, I would then need to convey said settlement to the Agency in writing and as clearly and concisely as possible, including the rationale as to why a settlement was entered into. When appropriate, I would also direct the Agency to act appropriately and in compliance with the settlement.

#### **4 - Experience handling complex legal issues**

As stated above, for the past 7+ years I have been employed as an Administrative Law Judge. I specialize in hearings dealing with the Medicaid program and its legal complexities thereon, including but not limited to eligibility and adequacy determinations. Said legal complexities include (but are certainly not limited to) analyzing Trusts (including Revocable, Irrevocable and Supplemental Needs Trusts and for Medicaid eligibility purposes), medical documentation (for the purposes of establishing appropriate medical care, pursuant to Medicaid regulations and for personal care recipients) and Financial Records (for the purposes of establishing eligibility and pursuant to Medicaid regulations).

#### **5 - Experience conducting administrative hearings**

Again, as stated above, for the past 7+ years, as a licensed attorney and post bar admission, I have been employed as an Administrative Law Judge, 100% of the time and on a full-time basis. My duties involve reviewing formal hearings involving administrative law at the State and local level in which a formal procedure was initiated by a governmental body. I am responsible for hearing cases and preparing opinions designed to settle disputes between Public Assistance recipients and the local Social Services agencies relative to the discontinuance, denial, adequacy or reduction of either Safety Net Assistance/Family Assistance, Medical Assistance, SNAP (Food Stamps), and/or Services. My tasks include:

- Hearing and conducting formal evidentiary hearings involving cases where all interested parties are given advance notice of the hearing; an opportunity to

submit facts, arguments, offers of settlement or proposals of adjustment; and an opportunity to be accompanied, represented, and advised by counsel or other qualified representatives.

- Elicit testimony (including written and/or oral testimony and cross-examination), from both parties relative to the issues of the hearing, ruling on requests for hearing adjournment received from either the appellant or the local agency, ruling on the admissibility of evidence and exhibits, and maintaining a clear record of the proceeding for use in determining the facts.
- Rule on preliminary motions, conduct pre-hearing conferences, issue subpoenas, control hearings (including written and/or oral testimony and cross-examination), review briefs, and receive or exclude (for example, on the ground that it is irrelevant, immaterial, or unduly repetitious) any oral or documentary evidence proffered for consideration.
- Prepare and draft recommended decisions, along with written findings of fact and conclusions of law therein, upon consideration of the whole record, or those parts of it cited by a party and supported by and in accord with reliable, probative, and substantial evidence, including evaluating the evidence developed during the hearing, determining the facts of the case, and applying appropriate Social Services rules and regulations and applicable Law to the facts and evidence.
- Submitting decisions in a timely manner, including never having a backlog of cases.
- Maintaining currency of professional skills and utilizing legal resources appropriately as they pertain to the fair hearing process.
- Following office/administrative procedure in the maintenance of an orderly case file and completing all relevant forms and procedural expectations, such as accurate recording of the federal data sheet, calendar dispositions and all information and submissions necessary to a proper hearing record.
- Maintaining professional and courteous conduct and demeanor and demonstrating an understanding of the significance of the administrative review process and the role of the Hearing Officer in that process.

## **6 - Knowledge of judicial practices and procedures**

Due to my experience as an Administrative Law Judge, I can demonstrate knowledge of judicial practices and procedures, including an ability to make sound, well-informed, objective, and timely decisions, including perceiving the impact and implications of said decisions. Furthermore, I commit to action, even in uncertain situations, to accomplish goals: I am acutely



aware of the time-constraints my Agency faces in needing to hold hearings and issue decisions within a set period of time or else face legal ramifications.

In addition, I can analyze, evaluate and weigh all evidence, including technical subject matter – an example of technical subject matter is where medical equipment, and its appropriateness regarding an Appellant's medical needs, is at issue. I can also define issues – this is the first thing I will always accomplish in a hearing - and make findings of fact and conclusions of law which are appropriate to a case as well as clearly articulating the basis for the outcome: If I cannot reasonably and rationally articulate my findings, then I am simply not doing my job.

Furthermore, I know and apply legal, trial, and evidentiary rules and procedures. I also preside at, participate in, and/or facilitate conferences, hearings, and meetings with sensitivity, diplomacy and impartiality. I always develop a full and fair record (for example, eliciting facts, when appropriate, by examining lay witnesses as well as documentary evidence) and I always give all sides a fair opportunity to be heard. I also work with others to find mutually acceptable solutions: it is my experience that the ideal hearings are those where the parties involved reach a settlement without needing me to make a determination and I will work with both sides, when appropriate, to help facilitate said settlement. I do so by identifying problems, determining accuracy and relevance of information, using sound judgment to generate and evaluate alternatives, and then making recommendations. An example of this would be where an application for nursing home care is made but the applicant, due to her old age and/or infirmity, has difficulty complying with the application process. If appropriate, and if both sides are willing, I can help identify the particular issues that are interfering with an applicant's ability to complete the application process and, while cognizant of the applicant's personal issues, I can then make suggestions that are mutually acceptable to both the applicant and the local social services agency so that the applicant can then continue the eligibility process.

**CHARLES NEIL FLOYD**

(b)(6)

February 15, 2018

MEMORANDUM FOR Hiring Committee

SUBJECT: Immigration Judge Application - Job Announcement IJ-10121120-18-TW

1. I am writing to express my interest in the Immigration Judge position in Tacoma, Washington. In the paragraphs below I will address the six quality ranking factors (ORFs).
2. **Ability to demonstrate the appropriate temperament to serve as a judge** – As an attorney I have over 19 years of experience in the courtroom in various capacities. After a one-year clerkship with the Arkansas Supreme Court, I joined the Army JAG Corps. During the five and a half years I was on active duty I served as both prosecutor and defense counsel. In addition to the courtroom work, a big part of my job in the Army was to interact with and advise commanders. This often required the tact and temperament necessary to tell superior officers that they were about to make a mistake. As a JAG officer I also served in a quasi-judicial role in Article 32 investigations and administrative separation boards. My military experience culminated in 2016 when I deployed as the Legal Advisor to the Commander Combined Joint Task Force - Operation Inherent Resolve in Baghdad, Iraq. I also served as an Assistant United States Attorney for five years in the District of Columbia. As an AUSA, I presented cases before the grand jury, D.C. Superior Court and Federal District Court Judges. I prepared hundreds of witnesses to testify in court and interacted daily with multiple law enforcement agencies to include FBI, Metro Police, Secret Service, Capital Police and ICE. Finally, since 2009, I have practiced daily in immigration court observing and learning from the immigration judges here at the Northwest Detention Center (NWDC). Through observation and interaction with numerous judges I have learned how my advocacy skills will assist me in presiding over a courtroom and marshaling cases through the immigration process. After 19 years of watching and learning I am ready to take the next step.
3. **Knowledge of the immigration laws and procedures** – Since March of 2009, I have served as a trial attorney for ICE on the detained docket at the NWDC. Working daily in immigration court has provided me an intimate understanding of immigration law and procedure. In particular, the detained docket requires an understanding of criminal law and criminal grounds of removability. My combined experience with ICE and over ten years as a prosecutor and defense counsel in criminal court, has provided me a working knowledge of how criminal law interrelates with immigration law.
4. **Substantial litigation experience, preferably in a high volume context** – As a criminal trial attorney in the Army I managed an extremely high caseload. The cases included everything from drugs and financial crimes to pre-meditated murder. As an AUSA in D.C., I tried cases in both Superior Court and District Court. In total I have tried (first chair) approximately 25 fully

contested jury trials including two murder cases. I served as prosecutor or defense counsel in dozens of other trials, courts-martial, and administrative separation boards. As an ICE attorney I have prosecuted hundreds of removal cases including National Security cases. In short, I have been a trial attorney for my entire career.

5. **Experience handling complex legal issues** – The litigation listed above often involved complex legal issues. The first murder case I prosecuted involved over 30 witnesses, crime scene reconstruction, ballistics, fingerprints, blood spatter and entomology. The case also required extensive motions on the admissibility of a confession obtained after the accused had invoked his right to counsel. The second murder case I tried involved a soldier that had been acquitted in state court and was being retired by the Army for the same murder. The motions required that I call a two-star general to testify about the advice he received from his attorney before deciding to refer the case to court-martial and how the case implicated double jeopardy. For ICE I have been designated as a National Security trial attorney and I teach classes on the Fourth Amendment to law enforcement officers.

6. **Experience conducting administrative hearings** – As indicated above, I have spent the last nine years conducting administrative hearings for ICE. As a JAG officer, I prosecuted dozens of administrative separation hearings. I was also selected to preside over the Article 32 investigation of a soldier accused of killing two unarmed civilians in Iraq in 2007. As the 32 officer, I acted essentially as the judge at a preliminary hearing. The prosecution and defense present 12 witnesses over a four day hearing. In the end, I prepared an extensive report making recommendations as to the how the case should proceed to court-martial.

7. **Knowledge of judicial practices and procedures** – My 19-year career has been dedicated to mastering courtroom practice and advocacy. I have witnessed it from the perspective of a judicial clerk, defense counsel, and prosecutor. I have been a litigator in several different judicial systems. Since 2009, I have been working in immigration court and have a full appreciation of the practices and procedures in immigration court.

8. I am excited about the possibility of using my experience to help fairly and efficiently resolve cases as an immigration judge. I recognize that there is a significant difference between being an advocate and a judge. I believe my experience has prepared me to make that transition. Please consider the enclosed material and feel free to contact me via my cell phone at (b)(6) [REDACTED], at my work email, [Charles.n.floyd@dhs.gov](mailto:Charles.n.floyd@dhs.gov). I look forward to hearing from you.



CHARLES NEIL FLOYD

Staff Assistant

Title

8-29-2017

Title

Date

Date

must be performed by other

LENA GOLOVNIN, ESQ.

Home:

(b)(6)

Work:

26 Federal Plaza, Room 1130,  
New York, NY 10278  
(212) 266-5114  
lena.golovnin@ice.dhs.gov

June 16, 2017

Re: Immigration Judge  
Department of Justice, Executive Office for Immigration Review  
Open period — June 9 to June 29, 2017

I am applying for the position of an Immigration Judge with the Executive Office for Immigration Review. I have a wide range of experience and skills, which makes me a perfect candidate for the position.

I meet the required (1) minimum qualifications and (2) all of the quality ranking factors.

Minimum Qualifications:

- I possess a J.D. degree;
- I am an active member in good standing with the Michigan and New York State Bars;
- I have practiced as an attorney for over seven years; I was admitted to practice in Michigan on November 21, 2008.

Quality Ranking Factors:

1. Ability to demonstrate the appropriate temperament to serve as a judge

Appropriate temperament and demeanor are some of many important qualities of a judge. In my experience, I have seen and been in all sorts of courtroom situations and zealous legal discussions. I have appeared before conservative and liberal-minded judges. However, I have always appreciated a respectful tone, the opportunity to be make the record, and court-room

control exhibited by our Immigration Judges. Even in situations when the outcome was not favorable to my position, when a decision was issued with authority, tact, and fairness, I understood the position of the Immigration Judge and accepted the ruling without feeling as if I was impeded in presenting a full case or completing the record.

I think that when a judge issues a decision and reasoning in a respectful manner and demonstrates fairness to both parties during the proceedings, it gives integrity to the process and the parties involved.

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In my opinion, a judge must exhibit authority, exhibit diligence in the review of the record, and be open-minded to the presented legal arguments. A judge should further provide effective communication as to his or her expectations in the courtroom and when issuing a ruling, be well-organized and carry him or herself in a professional manner.

Professionalism and demeanor matter in all situations whether litigating a case or resolving issues outside of the courtroom. As an Immigration and Customs Enforcement (ICE) attorney for the last six years, not only do I appear before the court for litigation, but I also consult federal officers and agents, and handle inquiries from the public. In my capacity as embedded counsel with Homeland Security Investigations (HSI), I regularly met with HSI management, counsel from Customs and Border Patrol (CBP), counsel from the Office of U.S. Attorney and local prosecuting offices in order to improve relations, assist in cases, and brainstorm solutions. Essentially, I am perceived as the face of Department of Homeland Security/ ICE (Department). The way I present myself to members of other government agencies and to the members of the public is important because it impacts my agency and its ties to other agencies and the community.

I have grown a lot in my many years of observing and practicing before the Immigration Court. I believe that I have the appropriate temperament and demeanor to be an Immigration Judge.

## 2. Knowledge of immigration laws and procedures

I began learning immigration law back in 1999, when I started working as a legal assistant for a solo practitioner. To date, I have seen almost all aspects of immigration law starting from family-unity cases (adjustments and consular processing) and employment-benefit cases to exclusion, deportation, and removal proceedings. I have come full circle from working on cases applying for benefits under the LIFE Act of 2000 to prosecuting cases that were not "approvable when filed" as an ICE attorney. I have been fortunate to gain the relevant experience in the private bar arena, then on the judicial side, and finally, as a prosecutor.

In my many years of learning and practicing immigration law, I have seen how different immigration courts operate and their procedures around the country and in different circuits. To date, I have had the privilege of observing or appearing before the Immigration Courts in Detroit, San Antonio, New York City, Ulster County, Varick Street, Harlingen, and Pearsall. Despite the unifying Immigration Court Practice Manual, each court is still a unique gem.

As an ICE attorney, I have represented the Department in countless cases before numerous Immigration Courts, but primarily the New York City Immigration Court. I have submitted timely evidence packets, briefs, motions, responses, etc. to the New York Immigration Court and the Board of Immigration Appeals (BIA). Thus, I am well-versed in the most current immigration law, local court procedures, and the requirements of the Immigration Court and the BIA Practice Manuals. Even though I have recently began

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learning and practicing employment law, I still keep track of the latest BIA and Circuit Court decision in immigration matters.



In sum, I have over fifteen years of pertinent knowledge and experience in immigration law and Immigration Court procedures.

### 3. Substantial litigation experience in high volume context

The Office of the Chief Counsel (OCC) in New York is the second largest OCC office in the country. We handle an incredibly demanding, high-volume docket which includes one of the largest juvenile dockets in the country. I have litigated administrative cases, in the hundreds, over the last five years with the NY OCC.

I have independently (first chair) prepared cases for master and merits hearings. I have independently conducted hearings in bond, exclusion, deportation, removal, asylum-only proceedings, and withholding-only. I have handled both the detained and non-detained dockets. I have handled all sorts of asylum claims from all over the world (China, Burma, Russia, Belarus, Ukraine, Somalia, Eritrea, Angola, Afghanistan, Honduras, Guatemala, Mexico, etc.). I have handled cancellation of removal cases for LPR and nonLPR respondents including VAWA applicants. I have also handled all sorts of criminal cases, waivers, and CAT-deferral claims. I have encountered a myriad of legal issues while litigating these cases, such as gang claims (self-admitted gang members), national security issues, criminal-law issues, "poison" letters, fraudulent claims and fraud patterns, inter-proceeding similarities, Interpol Red Notice, and Fourth and Fifth Amendment challenges.

In addition to a demanding court docket, I have authored numerous briefs on various topics to the New York City Immigration Court and the Board of Immigration Appeals (BIA). For example, I have authored several lengthy briefs addressing suppression and removability in challenges involving Fourth and Fifth Amendments. I was also tasked by my Chief Counsel to author a BIA brief in the notable *Vartelas v. Holder*, 132 S. Ct. 1479 (2012) case, after it was remanded down from the United States Supreme Court and then again remanded by the Second Circuit Court of Appeals.

Furthermore, in addition to the court appearances and legal writing, I was a member of several teams with the NY OCC. I served as a member of the Federal Suppression Litigation Team. This team—exclusively—handled all the Fourth and Fifth Amendment challenges, such as briefings, litigation and appeals for the entire NY OCC office. We also provided mandatory Fourth and Fifth Amendment training to our Enforcement and Removal Operations (ERO) officers. I also served as a member of the Operation Response Team, where I worked with ERO officers on legal sufficiency issues for our charging documents (NTAs) in cases involving criminal convictions and fraud.

Moreover, I have traveled to the Southwest Border on total of three details to Harlingen, TX and Pearsall, TX between 2014 and 2015. I handled the unaccompanied juvenile court docket at the time of the Southwest Border crisis. I have also handled the

demanding detained docket (bond, master and merits) out of the Pearsall Detention Center.

Prior to my time with the New York OCC, I observed dockets in the Detroit, San Antonio, New York City, Ulster County, and Varick Street Immigration Courts. And before that, while in law school, as a student prosecutor I independently conducted a twoday jury trial involving aggravated assault, which resulted in a guilty verdict. In the capacity of a student prosecutor, for approximately one year, I also independently conducted close to a hundred criminal juvenile hearings and mental-competency hearings on behalf of the prosecutor's office.

In sum, I possess overwhelming litigation experience which is relevant to the position of an Immigration Judge.

#### 4. Experience handling complex legal issues

I have handled numerous cases involving complex legal issues throughout my career as a judicial-law clerk and as an ICE attorney.

As a judicial-law clerk, I often encountered these issues with criminal aliens. For example, I drafted several memoranda and decisions addressing what constitutes a "term of imprisonment" under the Immigration and Naturalization Act (INA). When there was no case law on point, I often had to research other jurisdictions' precedent, not only on a federal level but also on a state level. For example in one case, I researched the Uniform Child Custody Jurisdiction Act (UCCJ) of the New York's Domestic Relations Law in order to determine whether a respondent derived U.S. citizenship. The respondent's parents divorced prior to his father's naturalization, and the issue at hand was who had "legal custody"—a term not defined under New York state law at the time of my research. While the divorce decree indicated that the mother was to have custody of the respondent, however, the decree was invalid on that issue because that court had no jurisdiction over child custody matters. Ultimately, it appeared that the father had "actual uncontested custody" because where legal custody has not been determined by decree or status, the parent having actual uncontested custody was regarded as having "legal custody."

As an ICE attorney, I have also encountered cases with ranging complex legal issues. As a member of the Federal Suppression Litigation Team, I have handled Fourth and Fifth Amendment challenges in removal proceedings. I have argued cases where there was no criminal arrest or search warrant and the doctrine of consent was in dispute. I have argued cases where incidental aliens were arrested; where traffic stops were challenged; and egregious misconduct was alleged. Further, I have litigated cases where I have argued that a material-support bar applies or that the asylum claimant was in fact the persecutor. I have handled multiple asylum cases from China and Belarus addressing interproceeding similarities. In those cases, not only did I have to show fraud but I also had to be careful not to violate the confidentiality requirements set under the federal regulations. In those cases, I prepared detailed legal briefs with addendums making comparisons

between the applications to make it easier for the Immigration Judge to evaluate the evidence.

As mentioned, complex legal issues often arise in cases of criminal aliens, which are often impacted by the dynamic changes in immigration law. For example in September of 2014, I

was asked to review a case of an alien who had an aggravated felony conviction from 1990 that occurred on the eve of Antiterrorism and Effective Death Penalty (AEDPA) coming into effect. The Immigration Judge, at that time, had no clear guidance as to whether this particular alien was eligible for relief (even the BIA at that time was administratively closing cases of similarly situated aliens). The parties argued their positions and ultimately the respondent was ordered deported. Twenty-four years later, I had to figure out whether this alien had a final order or not.

I am confident that with my experience, I will be able to handle cases with complex legal issues with diligence and sound reasoning.

## 5. Experience conducting administrative hearings

As an ICE attorney, I have litigated administrative cases almost on a daily basis over five years. I would estimate that the number of cases that I have litigated is in the hundreds. I am very familiar with bond, exclusion, deportation, removal, asylum-only, and withholding-only proceedings. I am comfortable litigating these cases in both the detained and non-detained setting. I am able to handle a high-volume docket.

As noted above, I have encountered various issues while litigating these cases, such as mental-competency, gang claims (self-admitted former MS-13 member), criminal issues, domestic violence, "poison" letters, fraudulent marriages, inter-proceeding similarities, Interpol Red Notice, and Fourth and Fifth Amendment challenges.

I have also encountered different court schedules in various jurisdictions. For example when I clerked for the San Antonio Court and was detailed to Pearsall, TX, there was a master calendar in the morning and merits cases in the afternoon. At the New York City Immigration Court, the master calendar occurs once a week, however, there may be anywhere from four to six or more merits cases scheduled on a particular calendar day. Due to my experience, I am able to spot relevant issues relating to statutory eligibility and handle cases without wasting time and resources when certain elements have been met. I often conference my cases with private-bar attorneys so that my cases move along in an expeditious and efficient manner.

In sum, I have ample experience conducting administrative hearings in an organized and effective way.

## 6. Knowledge of judicial practices and procedures

I have observed dockets and worked in various Immigration Courts: Detroit, Harlingen, Pearsall, San Antonio, New York City, Ulster County, and Varick Street. I have seen

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different calendar scheduling styles. I have observed many Immigration Judges and their particular styles in handling master and merits hearings, and in issuing of their decisions.

In my two years as a law clerk, I observed the inner workings of the Immigration Courts in San Antonio and New York, in terms of the relationship between the Immigration Judges and the Court Administrator, as well as the relationship between the Immigration Judges with their clerical staff. I think this is valuable knowledge particularly to set the stage for a smooth case completion and docket control. I am well versed in the requirements of the Immigration Court Practice Manual. I know the nuance of an applicant in exclusion proceedings versus a respondent in removal proceedings. I understand the importance of making a complete record, of providing clear notice, and due process.

I bring a substantial amount of experience to the table. I have been recognized by my office with special achievement awards for my work at ICE. I am ready for a new stage in my career and I am confident that I possess all the qualities required for this position.

Thank you for your consideration,

Sincerely,

Lena Golovnin  
Assistant Chief Counsel  
DHS/ICE/OPLA-New York

CATHERINE ELENNA HALLIDAY-ROBERTS

(b)(6)

November 4, 2015

Re: Job Announcement No. EOIR-16-1542764-JC

Job Title: Immigration Judge

Grade: IJ-0905-00

Location: San Diego, California Immigration Court

Full name: **Catherine Elenna Halliday-Roberts**

Address: (b)(6)

Phone: (b)(6)

Email address: (b)(6)

Social Security Number: (b)(6)

Country of Citizenship: United States

Highest Federal Civilian Grade Held: GS-0905-15, step 5, presently held

Dear Mr. Chapman, Judge Maggard, Judge McGoings, Judge Kelly, Judge Santoro, and Judge Bartolomei:

Please consider the enclosed copies of my resume, writing sample, and letters of reference as an application for the position of Immigration Judge for the San Diego, California Immigration Court. I learned from the USAJOBS website that you have several vacancy announcements pending. I was pleased to discover one of the openings is in the San Diego, California Immigration Court, which is in the area I currently reside and have practiced for many years.

I understand from the announcement that you will be evaluating applicants based on several quality ranking factors, including appropriate temperament, knowledge of immigration law and procedures, substantial litigation experience, experience handling complex legal issues, experience conducting administrative hearings, and knowledge of judicial practices and procedures. During my career with Legacy Immigration and Naturalization Service (INS) and U.S. Immigration and Customs Enforcement (ICE), I have embraced the opportunity, both as a trial attorney and supervisor, to develop and refine the skills and experiences you seek.

QRF 1: Ability to demonstrate the appropriate temperament to serve as a judge: Throughout my career as an attorney, I have displayed a demeanor that is courteous, yet direct, aptly and appropriately communicating my viewpoint to others in an understandable and professional manner. In the courtroom, when litigating a case opposite counsel or an unrepresented respondent, I address the other party in a polite manner and display deference to all present regardless of whether I am in agreement with the arguments or rulings set forth. As a representative of the Department of Homeland Security, and on a grander scale, the U.S. government, I appreciate the necessity of maintaining decorum, impressing upon members of the public and stakeholders that the government strives for justice and fairness, evaluating and processing each case on its own merits without any preconceived bias. Despite my role as an



advocate, I have been praised by private attorneys for my approachable attitude and willingness to serve, which is consistent with my role as a public servant.

As supervisor for the trial attorneys and support staff, I have had the opportunity to address concerns raised in the handling of cases as well as disputes among employees, which has given me the opportunity to review concerns in a manner that is unbiased and in an effort to reach a fair resolution, much as a judge would adjudicate a case. I have successfully resolved such concerns in an equitable manner without the need for further elevation. I currently supervise six attorneys and three legal assistants. My supervisory experience has helped me develop an ability to take charge and lead others in a firm yet supportive manner, much like an Immigration Judge must do in the courtroom. In June 2010, the efforts of myself and the other San Diego managers were recognized by ICE Leadership; we were presented with the DHS Partner Award for extraordinary performance of duties and achievement of special accomplishments that enhance the mission of ICE.

I have also worked on a detail to headquarters, supervising a staff of attorneys conducting a review of cases to ensure they are efficiently and appropriately handled, liaising with field offices where appropriate to obtain the release of any cases deserving of favorable prosecutorial discretion. Such a role evidences the faith of ICE leadership in my ability to judge each case on its own merit in a fair and equitable manner, as Immigration Judges do day to day on each and every case they hear.

ORF 2: Knowledge of immigration laws and procedures: As an attorney for INS and ICE for more than eleven years, I have gained extensive knowledge of and expertise in immigration laws and procedures. As an Assistant Chief Counsel from September 2002 to December 2008, I represented the United States and litigated cases daily in immigration proceedings before Immigration Courts in Los Angeles and Lancaster, California. Throughout my tenure, I handled thousands of cases, while appearing in court at least fifteen to twenty hours per week and tackling an assortment of issues, including the effect of criminal activity on an alien's removability and eligibility for various forms of relief, including Asylum, Cancellation of Removal and Adjustment of Status. I have also conducted training sessions for Assistant Chief Counsels, Deportation Officers, Special Agents and a District Attorney's Office on topics ranging from Legal Sufficiency of Notices to Appear to U.S. Citizenship Claims. In September of 2012, my expertise was acknowledged by headquarters when they selected me to present on a panel at Experienced Attorney Training, covering, among other things, motions to reopen before the Immigration Court. I will again be covering the same topic at Experienced Attorney Training for Offices in the Ninth Circuit on September 15 and 16, 2014. Thus, I am well acquainted with federal immigration law and procedure, including the Immigration and Nationality Act, regulations, case law, Immigration Court Practice Manual, and as criminal law as it affects removal proceedings. As a Deputy Chief Counsel, beginning in December 2008, I continued to appear in Immigration Court periodically, allowing me to stay apprised of development in case law and procedure as it impacts Immigration Court. Moreover, my position as a Deputy has given me a broader perspective on immigration law and procedure, allowing me to assume a role beyond advocate to one where I consider internal policies, equities and other discretionary factors, much like those an Immigration Judge often contemplates when adjudicating applications for relief.

ORF 3: Substantial litigation experience, preferably in a high volume context: I have litigated cases in immigration court for more than twelve years now. As an Assistant Chief Counsel for six years, I often appeared on several cases per day, as the sole representative without co-counsel, to include master calendar hearings with twenty or more cases on the docket. I handled cases before the Immigration Judges at all stages of proceedings, from bond to initial appearance, merits, and briefing the matter on appeal. I also followed several cases, which meant that I made multiple appearances on a particular case of interest. For example, on more complex cases, such as national security cases to which I was assigned, I often made four or more master calendar hearings before reaching a merits hearing. I have also worked on cases with final orders, representing the U.S. government in motion to reopen proceedings. During my career as a litigator, I have followed thousands of cases to completion, determining with little oversight



how to proceed on a particular matter, the appropriate arguments for relief eligibility whether via briefs or orally in court, and whether to pursue an appeal, execution of an order, or to recommend deferred action. Notably, I started representing the U.S. government before the Los Angeles Immigration Court, which has one of the largest dockets in the country. As a result, I am adept at litigation in a high volume context and embrace the challenge of working as an Immigration Judge in such a dynamic and fast-paced environment.

QRF 4: Experience handling complex legal issues: I have handled many types of cases due to my work in both non-detained and detained settings; thus, I have become familiar with routine legal issues as well as complex or novel issues. As a trial attorney in Los Angeles, I tackled cases as rare as alien entrepreneurs and complex issues such as continued eligibility for a waiver of inadmissibility under section 212(c) of the Immigration and Nationality Act after its repeal by Congress. In fact, the Judulang matter, the subject of a published U.S. Supreme Court case, originated in El Centro, where I am currently duty-stationed. As a result, I was privileged to prepare the brief before the Board of Immigration Appeals on remand, following the invalidation of the comparable grounds approach to inadmissibility. I have attached the brief as my writing sample. I have also been entrusted to litigate national security cases. As a Deputy, I have been privy to a wide array of novel issues when reviewing the work of my subordinates and in determining how to proceed. My office handles cases involving class members in the Franco-Gonzalez v. Holder and Preap litigation and often confronts bond issues affected by Casas-Castrillon and Diouf as well as the Rodriguez v. Robbins litigation. In fact, I serve as the office's point of contact for Rodriguez and Preap reporting as well as the El Centro sub-office's lead on Franco reporting.

QRF 5: Experience conducting administrative hearings: While I have not served as an administrative judge, I am quite familiar with the intricacies of immigration administrative hearings since I have been present in thousands of them. Moreover, in my role as ICE attorney, I have had the opportunity to review administrative removal cases for legal sufficiency. In that vein, I review the charging document, criminal documents, and orders to evaluate legal sufficiency, much as an Immigration Judge would do when adjudicating a Notice to Appear, premised on criminal grounds of removal. I would embrace the opportunity to apply my experience to presiding over immigration court proceedings, which present a greater variety of issues and interaction with many more players.

QRF 6: Knowledge of judicial practices and procedures: I am very familiar with judicial practices and procedures, having appeared in Immigration Court as an attorney for the majority of my legal career. I am quite familiar with the Immigration Court Practice Manual, the local procedures of various Courts, and the different types of hearings, including master calendar hearings, contested removal hearings, merits hearings, claimed status reviews, and credible or reasonable fear reviews. I am aware of the expectations placed upon both the government and private parties and welcome the opportunity to ensure that Immigration Cases are heard in an efficient, fair, consistent and thorough manner.

I look forward to hearing from you to discuss how my qualifications and experience as set forth above are consistent with what you seek in an Immigration Judge. You may contact me at (b)(6) or (b)(6). Thank you for considering my application.

Sincerely,



Catherine E. Halliday-Roberts

**Nathan L. Herbert**

(b)(6)

**Bar Admission: Colorado - October 27, 2008  
GS-15/3, Series 0905 (GS-15: July 13, 2015-Present)**

October 12, 2017

United States Department of Justice  
Executive Office for Immigration Review  
Administration Division  
Office of Human Resources  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

**RE: Statement Addressing Quality Ranking Factors,  
Application for Immigration Judge, Announcement Number: IJ-10045466-17-TW**

To Whom It May Concern:

The following is my statement addressing four of the Quality Ranking Factors (QRFs) considered for the position of Immigration Judge:

***QRF#1 - Ability to demonstrate the appropriate temperament to serve as a judge.***

The appropriate temperament is no doubt one of the most important qualities for a successful Immigration Judge to possess. The Immigration Judge is the face of the removal proceedings process for many individuals and in many ways represents the United States to those who find themselves in a removal hearing. Professionalism, fairness, impartiality, open-mindedness, and the ability to communicate well are all qualities judges should strive for, and they are qualities I possess.

Throughout my career, I have worked with various stakeholders who are each looking for something different from the immigration process. There are competing interests, and for most of the stakeholders, there is a lot at stake. From respondents and their attorneys, to Immigration Judges and members of the EOIR staff, to my staff and clients, I have demonstrated the ability to listen to, communicate with, and to effectively work with many different types of people.

During my time as an Assistant Chief Counsel (ACC) with the Denver Office of Chief Counsel, I handled many thousands of cases with many different attorneys representing their clients. I maintained a good rapport with those attorneys even though I was arguing against their positions on most occasions. I did not take those cases personally and treated the respondents and their attorneys with respect. Then and now my goal was to ensure that each individual received due process and that the just result was reached in each case. This is evident by the fact that I was asked to moderate a panel at a conference hosted by the Colorado Chapter of the American Immigration Lawyers Association (AILA). I was also asked to be a guest speaker at a conference of the Colorado Hotel and Lodging Association and Colorado Restaurant Association, even though the attorney hosting the event represented many of the employers who were being sanctioned for employment verification violations.

Currently I serve as a Deputy Chief Counsel (DCC) with the San Antonio Office of Chief Counsel (OCC-SNA), and I am the AILA liaison. In that role, I am responsible for direct communications with AILA's assigned liaison attorney. Together we communicate about different issues related to immigration law and plan and host an annual liaison meeting. The meeting is an opportunity for AILA to meet with managers of OCC-SNA, as well as managers from ICE's Enforcement and Removal Operations (ERO) Field Office. Throughout my time as a DCC, I have maintained effective working relationships with the Immigration Courts in Pearsall, Texas, and Miami, Florida. We have worked together to ensure that dockets in Dilley, Texas, and Pearsall, Texas, have operated smoothly with minimum delay. We have also worked together to resolve other issues as they arose and have been successful in achieving docket efficiencies.

Perhaps the greatest challenge I have faced – and the greatest testament to the fact that I possess the appropriate temperament to become an Immigration Judge – is the working relationship I helped establish with the *pro bono* group of attorneys and volunteers in Dilley, Texas, known as the CARA *Pro Bono* Project. This organization was established not long after the South Texas Family Residential Center opened in Dilley, Texas. The stated goal of the organization is to bring an end to family detention altogether. Needless to say, this organization has been very critical of ICE operations in Dilley and has done what it could to challenge those operations through litigation and other means. Notwithstanding the inherent tension, during my time in Dilley I was able to establish a successful working relationship with each managing attorney who oversaw the organization. We had open lines of communication and established a weekly meeting where we could discuss various issues in an effort to resolve them at a local level. Through my efforts to communicate and work with these individuals, most issues since the early days of Dilley have been resolved quickly on the local level. Faced with adversity, I was able to maintain composure, treat other stakeholders with respect and take their concerns

seriously, and ultimately I was able to forge a relationship that was necessary for ICE to complete its mission.

As an ICE Manager, I am responsible for supervising attorneys and members of the support staff, and I have successfully done so at more than one ICE facility. The skills required of a successful manager – the ability to communicate, the ability to listen, compassion, organization, and the ability to look forward and plan – are all transferable to the position of Immigration Judge. I possess those skills and they further demonstrate that I possess the necessary temperament to become an Immigration Judge.

If given the opportunity, I would carry the same notions of fairness, impartiality, demand for due process, compassion, and respect for all parties involved with me to the bench. I take what I do seriously and know that decisions I make impact the lives of other individuals. For those reasons, I believe I possess the temperament required of an Immigration Judge.

***QRF#2 - Knowledge of immigration laws and procedures.***

My first exposure to the complexities and nuance of immigration laws and procedures came when I participated in the EOIR Summer Law Intern Program at the Phoenix Immigration Court. That experience – although relatively short – provided me an opportunity to explore and learn about United States immigration law.

After my experience with the Phoenix Immigration Court, I was selected to be the Judicial Law Clerk (and later Attorney Advisor) at the Denver Immigration Court. That experience further broadened my understanding of immigration law and procedures as I had the opportunity to clerk for four Immigration Judges in both detained and non-detained settings. The Immigration Judges allowed me to observe various types of removal hearings, which furthered my understanding of the law. I was also given the opportunity to draft several decisions for various types of cases – ranging from short decisions on Motions to Reopen to more complex cases involving marriage fraud. In each case I was assigned, I thoroughly reviewed the record, listened to the recordings of the hearings, and discussed my conclusions with the Immigration Judge. I was also tasked with drafting various memoranda for the Immigration Judges on unfamiliar or novel issues. My time with the Denver Immigration Court furthered my understanding of immigration law and guided me to the decision to continue to pursue immigration law as the focus of my legal career.

The years I spent as an ACC in Denver, Colorado, further helped me develop my understanding of immigration law and procedures. Specifically, I did my best to master the Immigration and Nationality Act, the relevant regulations, precedent from the Board of Immigration Appeals, and precedent from the Tenth Circuit Court of Appeals. During that time I



handled thousands of cases before the Immigration Court and the Board of Immigration Appeals. I also assisted the U.S. Department of Justice's Office of Immigration Litigation for cases pending in the Tenth Circuit Court of Appeals and the U.S. District Court for the District of Colorado. The respondents in those proceedings were from all over the world. Each case was a learning experience and taught me something about immigration law and country conditions from around the world. During that time, the Denver Office of Chief Counsel was responsible for handling dockets in both Boise, Idaho, and Helena, Montana. I volunteered and was able to serve details at both locations. I also handled video teleconference and telephonic hearings for both locations from my office in Denver. Those experiences provided me exposure to the law of the Ninth Circuit Court of Appeals. In essence, for cases I handled on the Boise or Helena dockets, I had to review the law of the Ninth Circuit Court of Appeals to make sure I made appropriate and legally sound arguments in those cases. Oftentimes, Tenth Circuit law and Ninth Circuit law were different, if not direct opposites.

The time I have spent as a DCC has further deepened my understanding of immigration law and procedures. Initially, the biggest change and learning experience came from the fact that I was serving as a DCC in the jurisdiction of the Fifth Circuit Court of Appeals. I had to supervise attorneys in a new jurisdiction and was tasked with providing the attorneys – as well as the ICE clients – with appropriate legal advice. This required me to study and learn about the nuances of Fifth Circuit law, and the law of the Board of Immigration Appeals as it relates to cases from the Fifth Circuit.

My time at the South Texas Family Residential Center has also been an education in the law outside of the normal decisions of the Board of Immigration Appeals, the Circuit Courts, or the U.S. Supreme Court. Many of the standards and operations in Dilley are governed by the *Flores* Settlement Agreement and the evolving law surrounding that agreement. As the DCC in Dilley, I have been responsible for becoming familiar with the agreement and the various decisions and memoranda related to it so I would be able to properly advise ICE's clients on how it should be implemented. I have also become familiar with the ICE Family Residential Standards and the Performance Based National Detention Standards. Those documents govern many of the day-to-day operations of Dilley and Pearsall. I had to become familiar with them and their dictates so as to properly advise ICE clients. My experiences in both Dilley and Pearsall have also required me to become familiar with the *Orantes* Injunction and its dictates so that I may properly advise ICE's clients in its requirements.

Throughout my career, I have always strived to keep abreast of changes and developments in the law - especially when those changes directly affect what I do on a daily basis. To that end, I read new immigration cases from the Board of Immigration Appeals and from the Circuit Courts with great enthusiasm. Not only do I find the cases interesting, but they are relevant to what I do on a daily basis.

I have also had the opportunity to share my knowledge of immigration law with other members of the ICE staff. I was selected to be an instructor at ICE OPLA's New Attorney Training program ("OPLA 101") for a week in September 2016. New attorneys attended the course from various offices around the country. I presented training modules on reviewing Notices to Appear, mental competency issues, criminal grounds of removability, and issues related to juveniles and unaccompanied children. I was also an instructor for a mock bond hearing and a mock cross examination.

Currently, as the Editor in Chief for OCC-SNA's quarterly publication, *The Legal Update*, I review and edit the updates we provide to our clients through the newsletter regarding changes in the law and case law updates. I also coordinate our office's monthly brownbag lunch training program. Many of the trainings we have provided during that program discussed changes in the law and country conditions.

My experiences with EOIR and ICE have allowed me to gain an excellent understanding of immigration law and procedures. This area of the law is very dynamic, exciting, and engaging. I believe I have a very solid foundation and look forward to putting my knowledge of immigration law and procedures to use as an Immigration Judge.

***QRF#3 - Substantial litigation experience, preferably in a high volume context.***

My time as an ACC provided me with significant litigation experience in a high-volume context. In that role, I was assigned to handle removal proceedings in a non-detained setting at the Denver Immigration Court, and I was also assigned to handle detained dockets at the Immigration Court in Aurora, Colorado. On an average week I was responsible for reviewing and litigating well over 100 cases during bond, master calendar, and merits hearings. An average master calendar docket would contain between 50 and 60 cases. Occasionally, master calendar dockets contained more than 70 cases. Generally speaking, after handling a master calendar docket of that size during the morning, I was also responsible for handling between two and three merits cases in the afternoon. The merits cases involved various types of relief applications and other issues, ranging from asylum, cancellation of removal for both lawful permanent residents (42A) and certain non-permanent residents (42B), to NACARA and TPS applications. I also handled issues related to proving up charges of removability if they were contested, arguing against motions to suppress, and arguing ICE's position related to relief from removal outside of removal proceedings (i.e. U-visa applications).

For all of these cases, I was responsible for case review prior to the hearing, document and evidence submission, witness preparation if necessary, documenting what transpired during the hearing in ICE's case management systems (GEMS and PLAnet), and any necessary case



follow up. I was also responsible for reviewing the record to determine if a case appeal was warranted, and if it was, I was responsible for preparing and submitting the Notice of Appeal and affirmative appeal brief.

At times when I was not assigned to be in court, I would often serve as the Duty Attorney responsible for reviewing and responding to various motions, answering questions from members of the private bar about their cases, and providing legal counsel to ICE's clients. For the nearly six years I served as an ACC, I handled thousands of cases at all stages of the litigation process. From advising ICE's clients about whether an individual could or should be placed into removal proceedings, to litigating cases during removal proceedings, to handling cases on appeal to the Board of Immigration Appeals and beyond, I have significant litigation experience in a high-volume context.

As a DCC, I have been removed from actual day-to-day litigation of removal and other types of cases. However, as a manager of two large detention facilities with supervision over eleven attorneys, I was very involved in guiding and strategizing about litigation in a high volume context.

The South Texas Family Residential Center is the largest Family Residential Center in the United States. With a capacity of 2,400 residents, and a very short length of stay, tens of thousands of residents travel through the facility in a given year. Along with one other ACC, I was responsible on a daily basis for providing ERO advice on the disposition of many of those cases. In addition, once responsibility for those cases shifted from Miami EOIR to Pearsall EOIR, I was responsible for scheduling attorneys to handle the docket, assisting to formulate case strategy, and assisting with case follow up once the proceedings were concluded in Dilley.

As the DCC with oversight over the South Texas Detention Complex in Pearsall, Texas, I was very involved in docket management. That facility is also very large, with a capacity of nearly 1,900 detainees. I was responsible for scheduling attorneys to handle dockets with four immigration judges, overseeing attorney interaction with the private bar, overseeing the provision of advice to the ERO client, and overseeing the appellate process for detainee and ICE appeals.

My time as an ACC and a DCC has provided me with substantial litigation experience in a high-volume context. This experience in handling high-volume dockets has prepared me well to handle the workload of an Immigration Judge.

***QRF#4 - Experience handling complex legal issues.***

As previously noted, throughout my career I have handled many cases at various stages of litigation. Some of them have been routine and did not require much time or research. Others, however, have been more complex. These complex issues have arisen during my time with EOIR and with ICE.

Early on as an Attorney Advisor with the Denver Immigration Court I was tasked with reviewing and drafting a decision for an individual who was seeking asylum, withholding of removal, and protection under the United Nations Convention Against Torture. This individual was also seeking special rule cancellation of removal as an abused spouse of a United States citizen. The evidentiary record was voluminous – the Record of Proceeding was a large file with numerous documents. There were also several hours of recordings from two full merits hearing in the case. I reviewed the documentary record and listened to the recordings of all of the testimony. I then drafted a decision for the Immigration Judge to review – it was nearly 30 pages. Ultimately, the Immigration Judge’s decision withstood scrutiny at the Board of Immigration Appeals and the Tenth Circuit Court of Appeals in a published decision.

As an ACC I also handled many complex legal issues. This was especially true on the detained docket where there were contested issues regarding removability and relief from removal. Those cases required that I engage, and convincingly explain my analysis, with issues like the categorical approach and modified categorical approach. I also dealt with many issues related to mandatory detention, the application of state criminal law from various states, and the application of the Transition Period Custody Rules.

I also had the opportunity to take a few affirmative appeals as an ACC, and each dealt with complex legal issues. These appeals dealt with issues ranging from the imputation of continuance presence to a minor in the context of TPS, to the retroactive effect of U.S. Supreme Court and Tenth Circuit Court of Appeals precedent on an alien who had already been removed from the United States. As an ACC I was also responsible for handling numerous worksite enforcement cases. In several of these cases I filed complaints with the Office of the Chief Administrative Hearing Officer seeking sanctions for employers who failed to comply with federal employment verification requirements. These cases were particularly challenging and complex because they involved an uncommon area of the law and an understanding of procedure that is very different from Immigration Court.

As a DCC I have also dealt with many complex legal issues. In the family detention context, the custody of children presents many complexities. Custody provisions found in the Code of Federal Regulations must be reconciled with the *Flores* Settlement Agreement and the Trafficking Victims Protection Reauthorization Act (TVPPRA). The sensitive and high-profile

nature of family detention also presents its own complexities. As the DCC with oversight over the South Texas Detention Complex I have also dealt with complex issues. Recently, I guided one of our attorneys in seeking a U.S. District Court order to involuntarily feed two hunger strikers whose health was in jeopardy. I also recently guided an attorney through the process of filing an EOIR-43 and the associated Notice of Appeal with the Board of Immigration Appeals. In the complex cases I have handled as a DCC, I have also been responsible for communicating and explaining actions taken on a local level to ICE OPLA Headquarters.

For these reasons, I believe I possess the necessary temperament, understanding of immigration law and procedures, experience, and ability to handle complex legal issues necessary to become a successful Immigration Judge. And ever since the completion of my summer internship with the Phoenix Immigration Court, it has been my professional goal to take the bench with EOIR. I know that working as an Immigration Judge will be challenging, rewarding, intellectually stimulating, and meaningful. I have continued to progress throughout my career and have successfully taken on many new challenges, and I look forward to the opportunity to continue to do that as Immigration Judge. Thank you for your time and consideration.

July 5, 2018

Executive Office for Immigration Review  
5107 Leesburg Pike  
Ste. 2300  
Falls Church, VA

To Whom It May Concern:

I am writing to apply for the position of Immigration Judge. My background, particularly as an Assistant United States Attorney with the United States Attorney's Office for the District of Columbia for almost nine years, coupled with my years of private practice experience make me an ideal candidate. I am confident that my work history has prepared me to serve in this critical role and that my experience lines up with the quality ranking factors. Specifically:

1. Ability to demonstrate the appropriate temperament to serve as a judge.

Through extensive federal court trial and appellate practice, particularly representing the United States, I have developed a keen sense of the decorum necessary even in highly-contentious proceedings. Despite unfavorable rulings or obstreperous opposing counsel, I have always maintained a level-headed disposition and have earned the respect of my colleagues, fellow members of the bar, and, hopefully, the bench. I believe the latter point is best demonstrated by the request by the court for me to serve on a standing committee to provide guidance on how the court can best serve *pro se* litigants while preserving scarce judicial resources.

2. Knowledge of immigration laws and procedures.

My knowledge of the immigration laws and procedures is extensive. For over seven years I served as the primary civil AUSA for immigration matters in the District of Columbia. Thus, I was either lead attorney or served as co-counsel with the Department of Justice's Office of Immigration Litigation on every complex immigration case brought in the District. These cases included (but are not limited to): (1) challenges to denial of visas; (2) various challenges to policy decisions made by the Department of Homeland Security including border detention; (3) a constitutional challenge brought by U.S. nationals from American Samoa; and (4) a temporary restraining order sought against Customs and Border Protection for its requiring certain cruise ships to be manned by U.S. citizens or lawful permanent residents. My knowledge of immigration law was recognized when I was asked to co-author an article titled "Other Tools of Civil Immigration Enforcement" in the July 2017 edition of the U.S. Attorney's Bulletin.

Additionally, I have civilly prosecuted companies for widespread practices of hiring and retaining persons unauthorized to work in the United States and secured monetary penalties for these violations. Finally, I have also served as co-counsel on cases seeking to denaturalize persons who either fled the United States to join terrorist organizations after naturalizing as U.S. citizens or who were war criminals prior to their entry into the United States.

3. Substantial litigation experience, preferably in a high volume context.

In the past nine years:

I have served as lead counsel on one federal jury trial that went to verdict, four federal bench trials that went to judgment, and served as co-counsel on two bench trials that went to judgment.

I have served as lead counsel on two federal jury trial cases that settled within one week of trial.

I have served as lead counsel on at least, but potentially many more than, 25 cases that settled either during discovery or at the end of discovery.

I have served as lead counsel on dozens of federal court cases that have been resolved through successful motions practice (either motions to dismiss or motions for summary judgment); I would estimate over 50 such cases.

I have served as lead counsel in 33 appeals before the U.S. Court of Appeals for the D.C. Circuit and have argued 6 times at oral argument before that court.

I have served as co-counsel on one case before the U.S. Supreme Court.

4. Experience handling complex legal issues.

Through my service as a civil AUSA, I have had the opportunity to tackle very difficult legal issues including challenges brought against various federal agency actions, policies, or procedures. These issues include (but are not limited to): (1) the constitutionality of prisoners work for Federal Prison Industries for the benefit of a private company; (2) the constitutionality of provisions of the Prison Litigation Reform Act; (3) the issues surrounding the National Park Service's removal of a concessionaire with a limited lease on federal land; (4) a lawsuit brought against confidential informants working for the Bureau of Alcohol, Tobacco, Firearms, and Explosives; and (5) challenges to various immigration policies.

5. Experience conducting administrative hearings.

I do not have official experience conducting administrative hearings, but have participated in various administrative proceedings and have also served as a volunteer judge for both intra and interscholastic competitions at the Antonin Scalia Law School where I served as an adjunct professor.

6. Knowledge of judicial practices and procedures.

Through my extensive federal court practice, as well as appearances in both Florida state court, District of Columbia Superior Court, Social Security Administration proceedings, as well as landlord-tenant courts, I have a thorough working knowledge of the best traditions of judicial practices and procedures.

In addition to my resume and this letter highlighting my satisfaction of the QRFs, I have also attached my latest performance review and a writing sample. I am available to interview at your convenience, and I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Wynne P. Kelly', with a stylized, cursive script.

Wynne P. Kelly



Ability to demonstrate the appropriate temperament as a judge.

My years spent working in a high volume and multi jurisdiction legal environment provided me the opportunity to observe many judges in varied judicial proceedings. These judges included a diverse mixture consisting of both urban and rural judges of different genders, nationalities, cultures, political affiliations, age and years on the bench. As an Assistant Attorney General, I practiced in all district courts, county courts and child support courts in 20 different urban and rural counties. These counties included Bexar, Atascosa, Medina, Guadalupe, Comal, Wilson, Frio, Val Verde, Zavala, Real, Kerr, Gillespie, Live Oak, Kendall, Kinney, Maverick, Dimmit, La Salle, Gonzales and Dewitt. Throughout my ten years with the Attorney General of Texas, I practiced in front of no less than 50 different district judges, county/county court at law judges, and associate judges. The primary factor which was shared by those judges I came to respect and admire the most was their judicial temperament. It is from these individual judges in which I learned what demonstrated the appropriate temperament to serve as a judge.

I am positive that I possess the traits that demonstrate that positive judicial temperament. In my legal practice I assisted many individuals with diverse backgrounds with varied legal needs in a highly emotionally charged legal proceeding. As an Assistant Attorney General, I did not represent the actual parties but represented the State of Texas in achieving legal and enforceable family law orders. As such, I became proficient in treating all parties with respect and dignity. I listened carefully and courteously to their stories. I understood that these individuals most likely were not familiar with the legal process and were apprehensive and emotional about the possible outcome. I was patient with all parties and sought to convey to them the attitude that I would do my best to advocate the case fairly and objectively. I demonstrated the ability to present the evidence and argue the case with exceptional legal ability and expertise.

I am confident that I possess the judicial temperament to decide each case fairly and objectively based on the evidence and applicable law with genuine respect. My judicial temperament is driven with a commitment to reinforce all parties' faith and trust in a fair and impartial judicial system which is free from bias or prejudice.

## Knowledge of Immigration Laws and Procedures.

I have worked in the Office of Congressman Henry Cuellar from January 2005 to the present. I initially began working for the Congressman as Deputy Chief of Staff. I was subsequently promoted to Chief of Staff/Counsel on January, 2011. As part of his congressional duties, Congressman Cuellar receives many requests for immigration assistance from constituents. As a member of Congressman Cuellar's staff for the past 11 years, I have been directly responsible for either working on or overseeing these constituent immigration requests.

At any given time, I carry a case load of 40 immigration requests working with USCIS on constituent issues involving passport or visa issues as well as asylum requests. Our office provides information and guidance to constituents on applications for lawful permanent residence, naturalization, employment authorization, immigration medical examinations, pending USCIS cases and passport/visa issues. As such my duties entail reviewing these requests and working closely with the United States Citizenship and Immigration Services.

Substantial litigation experience, preferably in a high volume context.

I worked as an Assistant Attorney General in the Child Support Division of the Texas Attorney General's Office from August 1998 until December 2004. Our region handled a high volume child support docket and special settings in a 20 county area. As an Assistant Attorney General, I practiced in all district courts, county courts and child support courts in these counties. These counties included Bexar, Atascosa, Medina, Guadalupe, Comal, Wilson, Frio, Val Verde, Zavala, Real, Kerr, Gillespie, Live Oak, Kendall, Kinney, Maverick, Dimmit, La Salle, Gonzales and Dewitt.

I was primarily based in three different child support office in Bexar County during my stint with the Attorney General. As such, I was assigned a case load that averaged 300 open cases in a given month. I was responsible for approving and signing up to 30 various child support legal court pleadings and Child Support Review Process administrative orders each week. These pleadings included establishment, enforcement and modifications of child support orders.

The establishment and modification pleadings included Petitions to Establish Paternity, Suit Affecting Parent-Child Relationship, Acknowledgement of Paternity Establishment, Petitions for Retroactive Support, and Interventions in Suit Affecting Parent-Child Relationships, Petition to Establish and Modify Child Support, and Petition to Modify Child Support. The enforcement pleadings included Motion for Enforcement of Child Support, Motion for Enforcement and Modification of Child Support, Motion to Revoke Community Supervision, and Motion to Confirm Child Support Arrearage. There was also various other type of pleadings such as preparing Answers, Motion for Clarification, Motion for Continuance, Motion for New Trial, Motion for Judgment Nunc Pro Tunc, and Motion to Compel. Additionally, I was responsible for sending and answering Discovery requests such as Admissions, Request for Interrogatories, Request for Production, and Request for Disclosure.

I attended two to three child support dockets every week either in Bexar County or one of the other counties in our 20 county region. These dockets included up to 90 cases per docket in a morning and afternoon docket setting. These cases involved parties with attorneys or representing themselves pro se. These cases involved issues concerning paternity, conservatorship, visitation, child support, medical support, and retroactive support. These cases were primarily heard in bench trials and each attorney was required to handle at least 10 cases per docket. The docket case load included the full range of pleadings mentioned in the above paragraph. I personally met or exceeded this goal on a monthly basis and was directly responsible for handling 20 to 30 cases per week.

As an Assistant Attorney General, I was also responsible for handling special settings in County Court, County Court at Law and various District courts in our region. These special settings generally involved private legal actions involving issues of paternity, conservatorship, visitation, child support, medical support, retroactive support, and divorces. These special settings also

included de novo appeals from the child support courts to district courts. On the average, I handled 3-4 special settings a week in Bexar County as well as the various other counties in the region.

I was directly responsible for litigating at the minimum 80 cases a month. Although most of these cases resulted in agreed orders, I litigated approximately 20 cases a month involved bench trials before the various associate and elected judges in our region. These bench trials varied in length from 10-20 minutes to 3-4 hours and involved the full gamut of legal issues dealing with paternity, conservatorship, visitation, child support, medical support, retroactive support and motions involving discovery, new trials, and bills of review.

My years spent working in a high volume and multi jurisdiction legal environment provided me the opportunity to become proficient in handling varied judicial proceedings. These legal proceedings involved many individuals with diverse backgrounds dealing with highly emotionally charged issues. As a direct result of my high case load, I gained substantial litigation experience in a high volume context.

## Knowledge of Judicial Practices and Procedures

My tenure with the Child Support Division of the Attorney General's Office provided me abundant opportunities to become proficient in a wide range of judicial practices and procedures in a considerable number of different courts. Although based in San Antonio, our geographical region of practice over a 20 county area compelled me to become accustomed to adapting to the distinctive cultures of the various courts. As an Assistant Attorney General, I practiced in all district courts, county courts and child support courts in 20 different urban and rural counties. These counties included Bexar, Atascosa, Medina, Guadalupe, Comal, Wilson, Frio, Val Verde, Zavala, Real, Kerr, Gillespie, Live Oak, Kendall, Kinney, Maverick, Dimmit, La Salle, Gonzales and Dewitt.

With a wide mixture of courts consisting of both urban and rural jurisdictions and judges of different temperaments, I constantly had to adapt to the local practices and procedures of each county. As an Assistant Attorney General, I was responsible for handling special settings in County Court, County Court at Law and various District courts in our region. These special settings generally involved private legal actions involving issues of paternity, conservatorship, visitation, child support, medical support, retroactive support, and divorces. These special settings also included de novo appeals from the child support courts to district courts. On the average, I handled 3-4 special settings a week in Bexar County as well as the various other counties in the region.

These court proceedings encompassed a wide range of legal issues in family law. I adapted my legal arsenal to be able to argue these cases in various jurisdictions. I handled various establishment and modification cases included Petitions to Establish Paternity, Suit Affecting Parent-Child Relationship, Acknowledgement of Paternity Establishment, Petitions for Retroactive Support, and Interventions in Suit Affecting Parent-Child Relationships, Petition to Establish and Modify Child Support, and Petition to Modify Child Support.

I also managed enforcement cases included Motions for Enforcement of Child Support, Motions for Enforcement and Modification of Child Support, Motions to Revoke Community Supervision, and Motions to Confirm Child Support Arrearage. Additionally, I was responsible for litigating various other types of pleadings such as Answers, Special Exceptions, Plea to the Jurisdiction, Motions for Clarification, Motion for Continuances, Motions for New Trial, Motions for Judgment Nunc Pro Tunc, and Motions to Compel. I operated under essentially twenty different local rules just for the district courts with various local rules affecting other courts.

I litigated approximately twenty cases a month involved bench trials before the various associate and elected judges in our region. These bench trials varied in length from 10-20 minutes to 3-4 hours and involved the full gamut of legal issues dealing with paternity, conservatorship,

visitation, child support, medical support, retroactive support and motions involving discovery, new trials, and bills of review.

My years spent working with the Attorney General's Office provided me the opportunity to become proficient in judicial practices and procedures. These legal procedures allowed me to become educated with the Texas Family Code, the Texas Rules of Civil Procedure, the Texas Rules of Evidence and the Texas Civil Practices and Remedies Code. I also become proficient in meeting twenty different local rules adopted by the various counties. On a daily basis, I utilized my extensive knowledge of courtroom practices and procedures as well as statute and case law in handling a case load of over 300 cases at a given time. I am confident that I will be able to adapt and become knowledgeable of the judicial practices and procedures for the position that I am applying for.



Job Announcement Number: IJ-10194517-18-TW, Control Number: 498116600  
Job Title: Immigration Judge  
Anna Cecelia (Campbell) Little

Job Announcement Number: IJ-10194517-18-TW, Control Number: 498116600  
Job Title: Immigration Judge  
Pay scale & Grade: IJ-00  
Location: Interested in all available locations; Closest available location is Elizabeth NJ  
Full Name: Anna Cecelia (b)(6) Little  
Mailing Address: (b)(6)  
Phone Number: day and evening (b)(6)  
email address: (b)(6)  
Country of Citizenship: United States of America, Citizen by birth

#### QRF Document:

1. Ability to demonstrate the appropriate temperament to serve as a judge.

During my tenure as Mayor of the Borough of Highlands, from January 2008 through 2010, I had the occasion to preside over twice monthly public meetings in the Borough Municipal Courtroom, about highly contentious topics including the construction of a new bridge from Borough of Highlands into Sandy Hook and nearby Sea Bright Borough, among other general issues facing the Borough Municipal Government. I established a new meeting format by which citizens were permitted to state their concerns at the beginning of the meetings before action was taken on Agenda items, and again generally on any topic at the end of the meeting. This reduced anxiety and resulted in much more orderly conduct on the part of meeting participants. It also created an atmosphere of openness and transparency in the Municipal Government operations. My meeting format produced a marked improvement over prior meetings where shouting matches resulted and participants had been removed with the assistance of Police Officers.

As Mayor, I presided over the formal hearings required for passage of Borough Ordinances. I opened public portion during the Ordinance Hearing process, and received testimony from participants in the hearing process. I also accepted documents into the record as evidence to support testimony during the hearings. As Mayor I also participated as a Planning Board Member in the formal hearing process for Approval or Denial of Planning Board Applications. I also established separate Highlands Bridge Meetings over which I presided weekly for the purpose of addressing the concerns of citizens relative to the construction of the Highlands-Sea Bright Bridge on Route 36 near Sandy Hook.

Prior to these meetings and prior to my tenure as Mayor, these meetings had erupted into chaos, and NJ State officials had declared that they would no longer attend meetings in Highlands. After I visited NJ State officials to request their participation in Highlands Bridge Meetings, NJ State officials decided to meet weekly in Highlands and permitted Highlands officials to participate in the meetings. I was able to work together with those who favored bridge construction, and those who opposed bridge construction to produce a peaceful and orderly process through which information became readily available to citizens, and concerns or complaints were addressed in a timely fashion.

In 2006 and 2007 I served as Monmouth County Freeholder. During these meetings I participated in twice monthly public meetings, as well as once monthly Finance Board Meetings pertaining to the

county community college and career high schools. As a member of the Monmouth County Board of Chosen Freeholders I learned the value of keeping a record, and became accustomed to documenting my position on issues and my actions on the Board by placing documents and testimony into the record. I believe I maintained an appropriate demeanor reflective of an official holding public office regardless of sometimes stressful public conditions. I believe these experiences and my success in ensuring orderly Borough operations relative to the Bridge Project and day to day operations in the Borough of Highlands demonstrate an appropriate temperament to serve as a judge.

2. Knowledge of immigration laws and procedures

During my college career I participated in a Washington Center Internship with the Central American Refugee Center (CARECEN) located near Columbia Road and 16<sup>th</sup> Street in Washington DC. While other students were working in the mail room of their chosen Congressman, I worked in the trenches documenting testimony in Spanish, and using my bilingual skills to translate affidavits from Spanish into English, in support of I-589 Applications for Political Asylum for refugees from El Salvador, Guatemala and Honduras. I enjoyed participating in the pilot program before the Immigration Court in Baltimore Maryland which resulted in grants of Political Asylum to applicants from El Salvador, Guatemala and Honduras during the Nicaraguan Wars in the 1980's involving the Sandinistas. The documentation I helped provide together with field studies provided by CARECEN and other human rights organizations eventually resulted in Political Asylum opportunity for refugees from these three countries, and later NACARA relief and Applications for Lawful Permanent Residency. I consider this experience to be a defining period in my career.

After graduation from Seton Hall Law School, where I studied Immigration Law under Judge Strasser of the Newark Immigration Court, I began working in Elizabeth NJ for an Argentinian attorney named Philip Di Giovanni. Nearly all his clients were immigrants, and I immediately began building his practice in Immigration Law. (b)(6) I opened my solo law office where I continued representing immigrants and nearly specialized in Immigration Law. As a solo practitioner I have represented Immigrants in affirmative applications and as Respondents in Removal Proceedings continuously since 1994. I have handled Applications for Temporary Protected Status, Applications for Lawful Permanent Residency based upon marriage and other qualifying family relationships, Applications for Labor Certification before the Department of Labor, Petitions for Alien Relatives, Petitions for Immigrant Workers, Applications for Lawful Permanent Residency based upon Employment, NACARA Applications for Lawful Permanent Residency, Applications for Political Asylum and Protection under the Convention Against Torture (from countries including Guatemala, El Salvador, Honduras, Colombia, Venezuela, Peru, Republic of Congo, Nigeria), Applications for Cancellation of Removal (and Suspension of Deportation under prior law), Applications for Withholding of Removal, Applications for Temporary H-1 visas, Extensions of Temporary Visas, Applications for Student Visas with extensions and transfer applications. I have also handled Respondents in Removal Proceedings with many of the foregoing applications as relief from Removal. Lastly, I have handled cases involving Criminal Respondents in Removal Proceedings, including the applicable 212(h) waivers, Cancellation of Removal applications via forms EOIR 42A and EOIR 42B, and Requests for Post Conviction Relief to avoid classification as Aggravated Felony.

My continuous successful representation of Immigrants before the Immigration Service and the



Immigration Court since 1994 as an attorney in solo practice demonstrates my knowledge of immigration law and procedures. My prior experience as an intern with the Central American Refugee Center (CARECEN) further demonstrates my knowledge of immigration law and procedures.

3. Substantial litigation experience, preferably in a high volume context

I have been actively representing Immigrants in affirmative applications and as Respondents in Immigration Court since 1994. During the 2000 – 2002 period in my practice history, I received many clients via the Colombian Asylum period and the LIFE ACT period. My caseload numbered 650 cases, representing affirmative applications and litigation cases combined. I believe my heaviest litigation volume existed during the five year period from 2000 to 2005, during which I handled approximately 5 litigation matters each month before the Immigration Court. I handled these cases as primary counsel, handling the Master Calendar and Individual Calendar Hearings as well as all applications, motions and legal briefs submitted to the court. I made a minimum of three court appearances per case, and sometimes many more Master Calendar hearings as extensions were granted for the providing of evidence in support of relief applications. My litigation cases have included Motions to Reopen and Appeals, Applications for Relief before the Immigration Court for Adjustment of Status, Asylum, Withholding of Removal and Protection under the Convention Against Torture, NACARA Applications for Lawful Permanent Residence, Suspension of Deportation, Cancellation of Removal for both noncriminal and criminal Respondents whether previously Lawful Permanent Residents, or not, Motions to Terminate Proceedings due to approved Temporary Protected Status applications, Motions for Administrative Closure due to Prosecutorial Discretion and pending applications for Lawful Permanent Residency. Most recently I have experienced coordinated representation of Criminal Respondents in Removal Proceeding with Co-Counsel at the state court level, where Post Conviction Relief was necessary for eligibility for Relief. During my practice I have appeared at several hearings in the same day, sometimes before different judges in different courts.

During my years as an Associate for Philip Di Giovanni, I handled high volume court appearances in Personal Injury matters. Attorney Di Giovanni carried a caseload of nearly 1000 files in Personal Injury including Workers Compensation, Fall Down Complaints, Automobile Accidents, and Occupational Injury Cases for which I was the only Associate Attorney in the firm. While we used per diem attorneys for some of our cases, I personally handled trials in three counties where I appeared at first, second and third calls in order to move all cases on the court dockets each week. In addition to Motion Practice, Settlement Conferences, and Trials, I also handled depositions in discovery and Municipal Court matters in the evenings. This preparation gave me the confidence to open my office in solo practice.

In all cases during my work as an Associate for Philip Di Giovanni, Esq and during my work in Private Solo Practice in my own firm, I have been primary counsel on cases before the Immigration Court, the NJ Superior Court, and various Municipal Courts. During my work as an Associate for Philip Di Giovanni, Esq I was identified as an attorney working in the Di Giovanni law firm. During my work in solo practice, I have been identified as an attorney in solo practice. I have also drafted Pleadings, Motions, and Legal Briefs as necessary in the management of Personal Injury, Municipal and Immigration matters.

4. Experience handling complex legal issues

As an attorney in private practice I have handled cases involving Aggravated Felony accusations and cases involving Visa Waiver Pilot Program overstays. Both of these types of cases involve complex legal issues pertaining to an immigrant's eligibility for relief from Removal and an immigrant's eligibility for a hearing before the Immigration Court, respectively.

In the cases involving Aggravated Felony accusations, analysis of the underlying statute defining the crime led to complex legal issues in many cases. In some Aggravated Felony cases Post Conviction Relief Motions in state courts resulted once transcripts proved that the necessary immigration warnings had not been given before a criminal plea was entered. These Post Conviction Relief Motions made applications for relief in the Immigration Court possible. A finding of Aggravated Felony would have resulted in no eligibility for relief and certain Removal from the United States.

In Visa Waiver Pilot Program overstay cases the Respondents were deemed ineligible for a hearing before the Immigration Judge. ICE worked quickly to accomplish physical deportation/removal of the Respondents. The Constitutional Right to Due Process in contrast to the statutory ineligibility for a hearing were complex legal issues in these cases. Sometimes Motions before the Federal Court were necessary to halt or delay physical deportation of Respondent, so that these issues could be adjudicated. Physical Deportation of Respondent would result in a lack of jurisdiction on these matters, and dismissal of pending motions before the Federal Court.

5. Experience conducting administrative hearings

As Mayor of the Borough of Highlands, NJ I conducted numerous administrative hearings as part of the legal process for enacting Borough Ordinances. It was my responsibility to ensure the proper reading of the titles and content of the Ordinances. It was also my responsibility to open a public portion of the hearing, to take testimony of participants in the Ordinance hearing, and to take documents into the record in support of that testimony. It was important for me to ensure that the testimony and evidence offered was relevant to the Ordinance about which the hearing was being conducted. Upon the closing of the public portion of the hearing, it was my responsibility to ensure the final reading of the Ordinance title and content, and to elicit and record a vote of the Governing Body for enactment of the Ordinance. I presided over nearly 100 such hearings each year for three years.

6. Knowledge of judicial practices and procedures

During my nearly 24 years experience assisting Immigrants with applications before the Immigration Court, I have consulted the Immigration Court Practice Manual on a continual basis. In some cases (especially those involving Visa Waiver Pilot Program overstays) I have made jurisdictional arguments referring to the Immigration Court Practice Manual. I have also experienced (on a monthly, weekly and sometimes almost daily basis over the past 18 years) the operation of the Immigration Court and the Immigration Judges in numerous venues throughout the country in exercising the provisions of the Immigration Court Practice Manual. Likewise, during the first 5 years of my practice as an attorney, I maintained a heavy presence on the court docket at the NJ Superior Court level where I also consulted

*Job Announcement Number: IJ-10194517-18-TW, Control Number: 498116600*  
*Job Title: Immigration Judge*  
*Anna Cecelia (Campbell) Little*

jurisdictional and practice manuals and the NJ Statutes relative to matters I handled as primary counsel. I believe this experience in combination with the experiences I have narrated above in answer to other QRF items demonstrates my knowledge of judicial practices and procedures.

Michael McFarland

(b)(6)

June 28, 2017

U.S. Department of Justice  
Executive Office for Immigration Review  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041

Re: Application for Job Announcement Number: IJ-10012326-17-TW

Dear Sir or Madam:

Please consider me for the position of Immigration Judge with the Executive Office for Immigration Review ("EOIR") in New York, New York. I am a 2007 graduate of the New York University School of Law and was admitted to the New York bar in June 2008. Along with this cover letter addressing the quality ranking factors ("QFR"), my application includes my law school transcript, a resume documenting seven years of legal experience after being admitted to the bar, a writing sample, and, as a current federal employee, my most recent SF-50, Notification of Personnel Action, and performance appraisals. I believe my skills and experience will make me a valuable addition to EOIR.

**1. Ability to Demonstrate the Appropriate Temperament to Serve as a Judge**

The appropriate temperament for an Immigration Judge is to be calm and respectful to the parties and anyone else who appears in the Immigration Court, while retaining control over the proceedings to guarantee that due process is observed and that the hearings proceed in an efficient manner to their conclusion. My natural temperament is mild. I am slow to anger, even in the face of intentional provocation, and my tendency is to calm a tense situation rather than escalate it. Generally, I am also instinctively respectful towards all people.

In my professional life, I take care to adhere to these natural traits even more stringently. As an Assistant Chief Counsel ("ACC") for Immigration and Customs Enforcement ("ICE"), I am always conscious that I represent the federal government and must conduct myself in a manner that reflects well on the agency. In the Immigration Court, I aim to be unfailingly respectful to all participants from the Immigration Judge to the respondent, and while I seek to assert ICE's interests succinctly, accurately, and forcefully, I always do so in a calm and even tone of voice. This is true even though I litigate in a detained setting where proceedings can become quite heated, both because detention can exacerbate the stress of removal proceedings, and because the respondents



are frequently represented by attorneys who are zealous in advocating the rights and interests of their clients. Outside of the Immigration Court, I always strive to be responsive to inquiries from the private and pro bono bar.

If selected to become an Immigration Judge, I will treat the parties and court personnel with the same respect I have demonstrated as an ACC, and, indeed, that I display in my personal life. At the same time, I will be sure to exercise the necessary control over the proceedings if a participant is acting inappropriately or unethically, and ensure that all cases proceed in an orderly fashion that provides a fair opportunity for both sides to present their arguments.

## **2. Knowledge of Immigration Laws and Procedures**

My knowledge of immigration law began in law school, where I took a course in the subject. I produced a research paper on citizenship and judicial oversight of immigration law which I later developed into a note that was published in the New York University Annual Survey of American Law. As a Staff Attorney at the U.S. Court of Appeals for the Second Circuit ("Second Circuit"), approximately a quarter of the cases for which I wrote bench memoranda and summary orders involved immigration law. These cases typically involved appeals from denials of protection relief, but I worked on other issues as well, such as whether a conviction satisfied a charge of removability, and eligibility for relief under former section 212(c) of the Immigration and Nationality Act ("INA").

However, my real education in immigration law and procedure began when I became an ACC at ICE and began working at EOIR's non-detained docket in New York, New York. This deepened my knowledge of the areas of immigration law with which I was already familiar, like protection law, but also developed my understanding of other forms of relief such as adjustment of status and its associated waivers, NACARA relief, cancellation of removal for lawful permanent residents and non-lawful permanent residents, and temporary protected status ("TPS"). I also became familiar with the charges of removability common to the non-detained docket, including entry without inspection and visa overstay.

I further developed my knowledge of immigration law when I began working at EOIR's detained docket in New York, New York, which honed my understanding of the relationship between criminal convictions and charges of removability. Through frequent briefing before the Immigration Court and the Board of Immigration Appeals ("BIA"), I was repeatedly required to consider the boundaries of criminal charges of removability and the conduct covered by state and federal criminal convictions under the categorical and modified categorical approaches. On the detained docket, I also had to advance my knowledge of relief under the Convention Against Torture, as it is the only form of relief available to many respondents on the detained docket.

The detained docket also introduced me to custody redetermination issues, such as whether and when a person is eligible for a bond hearing, the effect of changes in the law resulting from Second Circuit decisions, and the relevant factors to consider in determining whether a person is a danger to the community or a flight risk. Additionally, the detained docket has exposed me to other issues that appeared infrequently on the non-detained docket, such as foreign fugitive cases, which require coordination with ICE liaisons around the globe, competency issues and *Matter of M-A-M* hearings, and motions and hearings relating to the suppression of evidence. In brief, as an ACC, I have gained experience regarding many of the issues an Immigration Judge is likely to face.

### **3. Substantial Litigation Experience, Preferably in a High Volume Context**

As a Staff Attorney at the Second Circuit, I gained indirect litigation Immigration Court experience through the preparation of bench memoranda and summary orders in cases involving immigration law. For each memorandum, I needed to review the filings and testimony in the lower court proceedings, and then consider any appellate briefs filed in the case. Through this process, I learned the rhythm and requirements of typical removal proceedings and also developed an appreciation of Immigration Judges who were careful to ensure that everything was reflected accurately in the record.

As an ACC on the non-detained docket, I was typically in court several days a week handling either a minimum of four individual hearings on applications for relief each day, or a morning master calendar hearing of 30-50 cases and afternoon individual hearings or status conferences. I always took the time to prepare each case, looking for potential issues and reviewing the record carefully. I made sure to handle all post-hearing responsibilities in a timely fashion in order to keep up with the considerable case load. It is not an exaggeration to say that I touched upon thousands of cases in almost four years on the non-detained docket.

As an ACC on the detained docket, the case load is smaller but the cases tend to be more complex. A master calendar will have 15-20 cases, of which several will involve complicated questions of removability or eligibility for relief. On days when an Immigration Judge does not hear master calendar cases, there will typically be one individual hearing in the morning and another individual hearing in the afternoon, with perhaps a few bond hearings also scheduled. The detained docket also has more cases with challenging issues such as suppression hearings, mental competency hearings, and cases involving issues of derivative United States citizenship, human rights violations, national security, and foreign fugitives. I am also familiar with the expedited schedules required for the detained setting.

Having to handle custody redetermination hearings on the detained docket has also familiarized me with detention issues ranging from eligibility for such hearings to which party bears the burden of proof and what standard should be applied. In my time working the detained docket, I have handled hundreds of these bond hearings and know

very well the factors that go into determining whether a person is a danger to the community or a flight risk. My substantial litigation experience in the Immigration Court, in both detained and non-detained settings, will serve me well if I am selected to serve as an Immigration Judge.

#### **4. Experience Handling Complex Litigation Issues**

As a Staff Attorney at the Second Circuit, I was occasionally required to produce bench memoranda and draft summary orders on complex litigation issues. One memorable assignment involved substantial research into the history and practices of the Lloyd's of London insurance market. Principally, though, my experience as an ACC on the detained docket has provided me with the most exposure to complex litigation issues. As an ACC, I frequently review Notices to Appear that involve criminal charges of removability, which is an area of immigration law where federal courts have been particularly active in recent years. In the Immigration Court, I am often required to write and argue in support of ICE's position that certain state convictions provide a basis for removability, and I have spent many hours researching and considering the interaction between state criminal law and immigration law and the effect recent court decisions have had on the contours of that interaction.

Additionally, on the detained docket I routinely litigate issues involving the mental competency of respondents and the suppression of evidence. These are fact-intensive inquiries that are frequently litigated very vigorously. The detained docket also features respondents who are the subjects of INTERPOL red notices due to an arrest warrant or a conviction in another country. Such cases often require coordination with agents and investigators overseas. The detained docket also provides occasional opportunities to work on cases involving concerns over national security or human rights violations.

In addition to litigating cases before the Immigration Court, I am also my office's point of contact for federal litigation issues. Primarily, these are petitions for habeas corpus in which a respondent is challenging his ICE detention. In preparing these cases, I must collect the relevant documents from ICE's record for the U.S. Attorney's Office and craft declarations from ICE employees describing the relevant facts of the case. In terms of determining which arguments should be made or abandoned, and whether a case should be appealed after an adverse decision, I frequently coordinate between and advise the U.S. Attorney's Offices, the Office of Immigration Litigation, ICE headquarters, and local ICE components. Having already handled some of the most complex issues before the Immigration Court, I believe I am well-prepared to adjudicate these issues if I am selected as an Immigration Judge.

#### **5. Knowledge of Judicial Practices and Procedures**

As an ACC, I have participated in many master calendar, custody

redetermination, and individual hearings before a variety of Immigration Judges. As a result, I am very comfortable with the nature and requirements of such hearings. I am familiar with which party bears the burden of proof at each point of the proceedings and what standard to apply in order to evaluate whether that burden of proof has been satisfied. I am also familiar with the Immigration Court Practice Manual and the policies and procedures to apply in the Immigration Court to make certain proceedings are fair and efficient, such as enforcing schedules for evidence and permitting telephonic appearances and testimony where appropriate.

From my time as a Staff Attorney at the Second Circuit, and from my participation in hearings before many different Immigration Judges, I have also developed an appreciation for certain practices that protect and develop the record. Making sure to verbally note elongated pauses and physical gestures are important to include for the sake of the record so that any appellate court reviewing the case will have a more complete sense of what occurred at the hearing. Additionally, I also appreciate that marking exhibits carefully, and especially distinguishing between those that are marked only for identification and those which will be considered fully as part of the record, is an essential part of conducting removal proceedings.

In addition to my experience with the Immigration Court, I have had opportunities to observe judicial practices and procedures in other courts. As a Staff Attorney at the Second Circuit, I witnessed firsthand how a federal appellate court operates. As a student intern at the U.S. Attorney's Office for the Southern District of New York, and again as the office point of contact for federal litigation, I have also been able to observe and experience federal district court litigation and the judicial practices and procedures that accompany such litigation. I believe all of these experiences will be extremely helpful if I am selected as an Immigration Judge.

Thank you in advance for your consideration. Please feel free to contact me if you have any questions about my application.

Sincerely,



Michael McFarland

**QRF (1) Ability to demonstrate the appropriate temperament to serve as a Judge.**

Judicial temperament requires being neutral and decisive, yet respectful and composed. I have demonstrated all of the above while serving as an Administrative Law Judge and as an Administrative Law Judge Manager for the State of Michigan over the last ten plus years. Every day brings a new opportunity to demonstrate my ability to run a courtroom in a non-biased, open-minded yet legally-authoritative manner. As a judge, I understand the daily dilemma of maintaining proper judicial composure, even under the most volatile and emotionally charged hearings.

I routinely deal with hearings involving the disabled and those who have a limited ability to communicate in English and who require a translator and/or interpreter. These cases require an adjudicator to be more conscious of preserving the rights of the parties along with ensuring a proper legal record is effectively made. For me, no matter who comes before the court, they should leave knowing the decision was not already predetermined. Often when language or mental limitations are present, an adjudicator can slip into generic auto response methodology instead of properly realizing and accommodating those barriers. My experience has taught me that attorneys and/or representatives may themselves fail to understand the full limitations of their clients. I have learned to listen for the cues or signals that should prompt an adjudicator to realize a party/client may not fully comprehend the proceedings.

In order to be an effective adjudicator, a judge must be able to maintain control, exhibit confidence and, at the same time, perform in a manner that is not so overbearing as to erode the parties' abilities to present their cases effectively. I have dealt with highly stressful and emotional hearings in which parties are running the gamut of emotions. I have learned to allow for parties to voice their frustrations at times while maintaining a consistently safe courtroom. At all times, I strive to be fair and courteous to all persons in the courtroom.



Additionally, I am conscience of appearances. I am mindful and considerate of both my verbal and nonverbal actions with parties that could be misinterpreted as bias. For example, while I may see the same attorneys and/or representatives from both the state and/or outside firms, I avoid needless interaction or dialogue in order to prevent the appearance of bias or prejudice.

#### **QRF (4) Experience handling complex legal issues.**

I served as a senior level complex Administrative Law Judge. This means I was responsible for conducting complex hearing matters almost exclusively. As a senior level Administrative Law Judge, I was routinely called upon to conduct re-hearings of other Administrative Law Judge's hearing decisions and conduct hearings remanded by circuit court. These hearings require a greater amount of care and articulation to prevent further proceedings and ensure a proper administrative remedy has been reached.

As a complex state level Administrative Law Judge, I have experience dealing with highly complex legal issues. I have held over 2000 hearings dealing with adjudicating findings of disability. These hearings require a great deal of analysis and application of case law and federal rulings. The state level disability hearings are similar to those held on the federal level regarding eligibility for SSI and RSDI. The typical decision requires reviewing a large amount of evidence. The evidence packets reviewed routinely exceed several hundred pages.

I also have experience conducting hearings involving trust/divestment issues and the resulting eligibility for long-term care benefits under the Medicaid program. These hearings involve multifaceted property rights. They require analyzing facts in accordance with associated statutory provisions, policy and federal program requirements. These hearings are not only numerically complex but also involve a highly charged emotional element when dealing with potential loss of care for vulnerable citizens.

#### **QRF (5) Experience conducting administrative hearings.**

I served as a state level Administrative Law Judge from January 2007- October 2014. During that timeframe, I was employed by the State of Michigan as an Administrative Law Judge (ALJ) rendering decisions on behalf of Department of Licensing and Regulatory Affairs. I presided over hearings relating to regulatory authority, rules, and procedures of the Department of Health and Human Services. In this position, I conducted over 3500 formal hearings. I spent approximately 85-95% of my time conducting hearings and issuing decisions. My experience as an ALJ includes conducting and preparing for hearings such as those addressing disability, adoption, fraud, trust/divestment and public assistance benefits (Food Assistance Program, Family Independence Program, State Emergency Relief, Medicaid and Child Daycare). These hearings involved cases in which interested parties were given advance notice of the hearing; an opportunity to submit facts, arguments, offers of settlement or proposals of adjustment; and an opportunity to



be accompanied, represented, and advised by counsel or other qualified representatives.

In these proceedings I routinely ruled on preliminary motions, conducted pre-hearing conferences, issued subpoenas, controlled hearings including written and/or oral testimony and cross-examination, reviewed briefs, and received or excluded evidence/testimony on the basis of things such as being irrelevant, immaterial, or unduly repetitious. I prepared and issued decisions, along with written findings of fact and conclusions of law, based upon consideration of the whole record, and/or those parts of cited by a party and supported by and in accord with reliable, probative, and substantial evidence.

In this past position I was considered a senior level complex Administrative Law Judge. This meant I was responsible for conducting almost exclusively complex hearing matters. These hearings required a great deal of analysis and application of case law and federal rulings. Our state level disability hearing is very similar to those held on the federal level regarding eligibility for SSI and RSDI. The typical decision requires reviewing a large amount of documentary evidence. The evidence packets reviewed routinely exceed several hundred pages.

As indicated above I also have experience conducting hearings litigating trust/divestment cases. These hearings involve property rights. These cases require analyzing facts in accordance with associated statutory provisions, policy and federal program requirements. These hearings are not only numerically complex but are also highly emotional as they deal with the potential loss of care for vulnerable citizens.

I have extensive knowledge and experience applying the Administrative Procedure Act. I have experience administering oaths, issuing subpoenas, ruling on admissibility of evidence, setting the course of the hearing and issuing the final decision/opinions.

In October 2014 I accepted a promotion and I started serving as the Supervising Administrative Law Judge in our Detroit office. In that role I was responsible for managing the Detroit branch of ten ALJs responsible for the Department of Health and Human Services hearings. I was responsible for reviewing appeals, requests to vacate and/or reconsideration/rehearing requests. In doing the above, I am required to render orders reflecting my decision. In addition, I still hold hearings for LARA on a regular basis. I spend approximately 60-70% of my time either conducting hearings and/or handling appeals, requests to vacate and reconsideration/rehearing requests. I also manage the assignment of hearings to ALJs.

In December 2016, I was promoted to a higher Supervising Administrative Law Judge position over Unemployment and Michigan Employment Relations Commission hearings. I now supervise over 20 Administrative Law Judges in two locations in Detroit and a third location in Southfield Michigan.

As a Supervising Administrative Law Judge, I am responsible for performing trainings and providing support and assistance to those ALJs that report to me. This requires not only an understanding of judicial practices and procedures but the ability to impart this information to other ALJs. I am consistently called upon to address concerns regarding motions filed and jurisdictional limitations.

I have developed multiple trainings, decision templates, scheduling grids and other resource assignment mechanisms to address several complex legal issues presented to our staff. One example was the assignment of emergency services only medical assistant cases based on immigration status. I developed a template for hearing decisions codifying the legal issue being presented and outlined the factors required to be considered during the proceeding in order to draft an appropriate decision and order. By analyzing the circuit court order, the Department of Health and Human Services policy and the relating state law, I provided a useful template for ALJs to use and thereby improving efficiency.

During my time working both as a state level Administrative Law Judge and as a Supervising Administrative Law Judge I have held a variety of cases. All hearing decisions I have rendered can be located online by going to: <http://www.michigan.gov/lara/0,4601.7-154-10576-204573--,00.html>

Below is a small sample of hearings I have conducted. I have included the case number and a brief synopsis of the issues being addressed.

- **MAHS Number 14-005611 (State Level Disability Hearing)**

This hearing was filed by the Claimant's representative protesting the state agency's decision finding the Claimant not disabled. This hearing included representatives from both the agency as well as the Claimant and her representative. The hearing required an analysis of the medical

documentation reviewed by the state agency and a review of additional medical evidence submitted at hearing by her representative. The state level disability hearing process requires evaluating the claim in accordance with 20 CFR 416.905. In the instant case, the Claimant was found capable of light work and therefore the agency decision was upheld.

- **MAHS Number 14-005177 (Food Assistance Hearing)**

This hearing was filed by an unrepresented Claimant protesting the state agency's decision regarding Food Assistance Program (FAP) benefits. The Claimant alleged her FAP eligibility was not properly determined by the agency due to a variety of issues. The Claimant argued the agency failed to act on her concerns and failed to assist her. The agency asserted all policies were followed when determining her benefits. The matter was further complicated in part by the case being filed late. Ultimately, a decision was entered affirming the agency's findings in part and dismissing a part of the hearing request based upon the claim not being filed in a timely manner.

- **MAHS Number 14-003105 (Divestment Hearing)**

This was a hearing filed by an attorney representing the Claimant protesting the state agency's decision denying medical assistance based upon a divestment of funds. The Claimant appeared with her attorney and along with witnesses. The agency contended the Claimant's purchase of an annuity was not actuarially sound and therefore was a divestment of funds. An analysis of the policy, law and facts was completed. Ultimately, a decision was entered in favor of the Agency.

**QRF (6) Knowledge of judicial practices and procedures.**

I have extensive knowledge and experience applying the Administrative Procedure Act. I have experience administering oaths, issuing subpoenas, ruling on admissibility of evidence, setting the course of the hearing and issuing the final decision/opinions.

As a Supervising Administrative Law Judge, I am responsible for performing trainings and providing support and assistance to those ALJs that report to me. This requires an understanding of judicial practices and procedures and the ability to impart this information to other ALJs. I am consistently called upon to address concerns regarding motions filed and jurisdictional limitations.

I have developed multiple trainings, decision templates, scheduling grids and other resource assignment mechanisms to address several complex legal issues presented to our staff. All in the effort to help ALJs learn and apply proper judicial practices and do so in a legally efficient manner.

APPLICATION OF SEBASTIAN THOMAS PATTI  
Job Announcement Number: IJ-10012326-17-TW

Quality Ranking Factors:

**QRF 1. Ability to demonstrate the appropriate temperament to serve as a judge.**

It has been my pleasure, and indeed honor, to have served for over two decades as judge of the Circuit Court of Cook County, Illinois. I was originally appointed to my judgeship by the Illinois Supreme Court in March of 1995, and I have served continuously until the present.

During this time I have garnered for myself a reputation as an excellent judge both in terms of knowledge of the law, and in temperament. This is not simply self promotion. In Illinois, once elected, judges must stand for retention every six years. I was most recently retained by the electorate in 2014. As part of this retention process, most judges submit their qualifications to various bar associations for evaluation by practicing attorneys. In evaluating my credentials in 2014 and in recommending my retention, the Chicago Council of Lawyers wrote that:

"Judge Patti is considered to have very good legal ability and a dedication to improving the administration of justice. He is considered to be exceptionally knowledgeable about the law and has an excellent temperament. He serves as a mentor to other judges." And the Chicago Bar Association, in performing the same analysis of my background and credentials wrote that: "Judge Patti is highly regarded for his legal knowledge, judicial and administrative skills, work ethic, outstanding demeanor, and fine temperament."

**QRF 2. Knowledge of immigration laws and procedures.**

I have a very general working knowledge of immigration laws, practice and procedures. In my current assignment, for example, I review and hear Petitions for U Nonimmigrant Status to evaluate conformance with DHS, USCIS, requirements. That said, I respectfully submit that if selected for this position I would necessarily educate myself quickly to be able to perform all tasks requested and required of me efficiently and effectively with dispatch. If you look at the variety of assignments that I have handled as a trial judge and a member of a court of review, that has always been the case. I have always risen to the occasion.

**QRF 3. Substantial litigation experience, preferably in a high-volume context.**

The Circuit Court of Cook County (IL) is the second largest unified court system in the United States of America, and one of the largest in the world.

[www.cookcountycourt.org](http://www.cookcountycourt.org)

Circuit Court of Cook County

[www.cookcountycourt.org](http://www.cookcountycourt.org)

Organization of the Circuit Court; Office of the Chief Judge. Court Related Services. Office of Interpreter Services; Mandatory Arbitration. For Litigant Attorneys

Since March of 1995, it has been my honor to have served continuously in this court system as a judge of general jurisdiction; additionally, I served two years (2009-2010) as a member of the Illinois Appellate Court, sitting as a member of a court of review. I have presided over tens of thousands of hearings and trials during this time. Many of these years were spent during my assignment to high-volume calls such as traffic court, juvenile court, housing court, as well as misdemeanor domestic violence.

Prior to my assuming my state judgeship, I represented the US and the US EPA for over sixteen years in the US district courts throughout the Midwest.

#### **QRF 4. Experience handling complex legal issues.**

Prior to my appointment to my state court judgeship, I was employed by the US EPA for sixteen years (December 1979 - March 1995) as a member of the Office of Regional Counsel representing the United States in the US District Courts in the Midwest, and the agency before ALJs. Specifically, I represented the US in civil environmental enforcement actions as an Associate/Assistant Regional Counsel (G/S 13-14) and a Special Assistant US Attorney. I was especially assigned by my office to handling municipal cases: when the United States sues a municipal entity. Under the federal environmental statutes, when the United States sues a municipal entity, the state in which the city/county/municipal entity is located must be joined as a party. Municipal environmental enforcement actions are highly-complex matters involving multiple governmental entities, and often represent the confluence of law and science. During my tenure at the US EPA, I represented the United States in cases involving such entities as Detroit and Wayne County, Michigan; Cincinnati and Hamilton County, Ohio; and Terre Haute, Lafayette and South Bend, Indiana. I estimate that I personally handled seven civil bench trials as lead counsel, as well as 10 administrative hearings before federal ALJs. I also represented the US and the agency in scores of hearings on contested matters.

As a state judge, I have held various assignments since my original appointment. Generally, I suggest that *each* case carries its own complexities, legal and factual; most "easy" cases never make it to court. That said, I would point to my assignment to both the Illinois Appellate Court (2009-2010) and to the General Chancery Division as illustrative of my dealing efficiently and effectively as a judge with complex legal issues. As a member of a court of review, I was required to analyze the record below in the context of existing case law and bring together two other colleagues, often after entertaining oral argument, to dispose of an appeal. In General Chancery, I dealt with such disparate issues as insurance coverage disputes, requests for TROs, corporate/partnership dissolutions, environmental enforcement matters, trusteeships and receiverships, and class actions. The ability to analyze a factually- and legally-complex matter and dispose of it with dispatch is a skill that I learned early on as a judge; I believe that I have perfected that skill.


**QRF 5. Experience conducting administrative hearings.**

During my tenure as a state trial judge, I have presided as fact-finder over thousands of court proceedings, often in high-volume settings. Many of these proceedings involved self represented litigants. As an attorney representing the US in federal district court and the US EPA before federal ALJs, I acquired an intimate knowledge of both the FRCP and the APA.

**QRF 6. Knowledge of judicial practices and procedures.**

If I were to be honored by being selected as a US Immigration Judge, I submit that I would bring to the position a life-time's experience in the courtroom both as an attorney and as a trial judge. When I rose, as a government lawyer and announced at the podium: "Good morning, your honor, Sebastian Patti on behalf of the United States," I proceeded and relied on my experience as a trial attorney to represent the government zealously within the bounds of the law. Similarly, every day that I take the bench as a judge and read my nameplate "Judge - Sebastian Thomas Patti" I proceed to effect justice to the best of my ability, relying on the years of legal experience that have garnered for me the excellence as a judge that I currently enjoy and hold so dear. I would indeed bring this wealth with me, if selected.

Respectfully submitted:



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(b)(6)

Sebastian T. Patti, Judge  
Circuit Court of Cook County, Illinois  
555 W. Harrison Street  
Chicago, ILLINOIS 60614-3354  
PHONE: 312/325-9555 (o)  
CELL: (b)(6)  
FAX: 312/325-9017(o)



## Christopher Robert Seppanen

### QUALITY RANKING FACTOR #1:

#### ABILITY TO DEMONSTRATE THE APPROPRIATE TEMPERAMENT TO SERVE AS A JUDGE

Simply put, exercising the appropriate judicial demeanor is my strong suit. My experience includes continuous work in the administrative law arena since 1997. I am currently the Chief Administrative Law Judge for the State of Michigan with oversight over 130 adjudicators in a wide range of case types.

I have successfully conducted thousands of various types of administrative hearings during the last 18 years in diverse and challenging settings including hearing locations in maximum security prisons, various local State offices and courthouses, and the current administrative law offices of the State of Michigan.

An essential component of demonstrating the appropriate demeanor is to treat all parties with respect. Each party deserves the opportunity to be heard in a compassionate and respectful manner. Parties appear at proceedings to resolve issues of the utmost importance and are entitled to a fair and unbiased hearing. I effectively make parties feel at ease to develop a full record based upon the relevant facts presented at the hearing. Specifically, in one case, I successfully de-escalated an angry claimant in an unemployment hearing who verbally threatened his former employer. Acting in a calm and thoughtful manner, I was able to talk the claimant down, taking a recess and ultimately able to continue the hearing after I was satisfied that no further outbursts would occur. I have always conducted hearings without any sort of security or support so the ability to use the appropriate demeanor is paramount.

In addition to personally conducting hearings, I have reviewed a multitude of other Judge's hearings in my capacity as an Administrative Law Manager and Division Director with the Michigan Administrative Hearing System. These reviews have allowed me the ability to adopt the best practices of other skilled adjudicators in a wide variety of different aspects including dealing with difficult parties with poise and tact, properly maintaining a laser focus on the relevant issues at hand in the light of voluminous evidence, and properly creating an appropriate judicial record to name just a few.

My varied hearings experience reflects that I'm effectively able to implement the correct judicial temperament. Lastly, all of my references speak to the quality of my temperament and can be personally contacted to affirm their declarations.

## Christopher Robert Seppanen

### QUALITY RANKING FACTOR #3

#### SUBSTANTIAL LITIGATION EXPERIENCE, PREFERABLY IN A HIGH VOLUME CONTEXT

My work record reflects lengthy and significant litigation experience, specifically in a high volume environment.

In 1997, I was hired as an Administrative Law Judge (ALJ) assigned to conduct hearings with prisoners in correctional facilities. I conducted 20-25 hearings per day without exception. Each of these hearings consisted of mini-trials with the prisoner and witnesses. This position required extraordinary time management skills given the volume of hearings. At the conclusion of each hearing, I personally prepared a written decision containing findings of fact and conclusions of law which was prepared on the same day as the hearing. This high volume rotation suited my personality and work style well. This position also required special attention to detail of the relevant facts and application of the correct law.

Additionally, my ALJ work history reflects other administrative hearings experience in high volume areas of the law. I conducted unemployment appeal hearings for seven years. Eight unemployment hearings per day was the standard schedule with one hour permitted for each hearing. These hearings required the ALJ to swiftly but accurately open hearings with an explanation of the process, take live testimony from opposing parties, and admit appropriate evidence. At the conclusion of the hearing, I would prepare a 5-6 page decision documenting what occurred at the hearing as well as the findings and conclusions based upon the applicable law.

Without exception, I have excelled when assigned to complete high volume dockets on a consistent basis.

## Christopher Robert Seppanen

### QUALITY RANKING FACTOR #5

#### EXPERIENCE CONDUCTING ADMINISTRATIVE HEARINGS

I have personally conducted thousands of administrative hearings for the State of Michigan during the past 18 years. I have experienced a whole host of issues that can only come from conducting a wide range of hearings in various contexts from high volume to a complex hearing lasting several weeks.

Specifically, I have held hearings in over thirty different case types including the following areas: unemployment, wage and hour disputes, workers' compensation issues, professional licensing revocation, business licensing including hospitals, liquor licenses, and day care facilities, corrections hearings, parole revocation hearings. Each of these hearing types possess their own set of applicable statutes and rules that require knowledge and adherence.

All administrative hearings in Michigan are conducted pursuant to the Administrative Procedures Act (APA). As the Chief Administrative Law Judge for the State, I am viewed as a primary resource for interpreting the APA which sets forth applicable law relating to hearings. I have utilized and interpreted most all provisions of the APA including notice of hearing, defaults, requesting subpoenas, oaths, evidence, bias disqualification requests, maintaining records and requests for rehearing. Using these provisions in my job in a regular and routine manner has created familiarity and a certain level of expertise with respect to administrative hearings in general.

## Christopher Robert Seppanen

### QUALITY RANKING FACTOR #6:

#### KNOWLEDGE OF JUDICIAL PRACTICES AND PROCEDURES

I possess extensive expertise in understanding judicial practices and procedures. I have dedicated my legal career to public service in the judicial arena and specifically to administrative hearings.

In my capacity as Chief Administrative Law Judge for the State of Michigan, I use the Administrative Procedures Act (APA) and Michigan Court Rules daily to guide decisions relating to my own hearings over the past 18 years in over 30 case types, reviewing other ALJs hearings for accuracy or responding to a constituent complaint regarding an issued decision. As a result, I'm very familiar with the correct use and parameters of judicial practices and procedures.

In addition, in my previous role as an Administrative Law Manager, I was responsible for training new ALJs regarding appropriate judicial practices and procedures including demeanor and decorum, control of the hearing, ruling on evidence pursuant to the applicable statutes, rules and policies.

I have closely reviewed the Immigration Judge Bench book. I understand the principles set forth within the bench book as I utilize similar procedures daily. I believe my comprehensive experience with administrative law is a key component. I'm confident that I'm able to swiftly learn the applicable immigration law and excel as an Immigration Judge if given the opportunity.

NELSON A. VARGAS-PADILLA

(b)(6)

June 29, 2017

U.S. Department of Justice  
Executive Office for Immigration Review  
5107 Leesburg Pike, Suite 2300  
Falls Church, VA 22041  
ATTN: Tyler Walls

Dear Mr. Walls:

Enclosed please find my application for Immigration Judge, vacancy announcement number IJ-10012326-17-TW. I have over 23 years of experience as an attorney practicing immigration law. I have worked hard to obtain a thorough and multi-faceted understanding of immigration law and procedure.

As required by the vacancy announcement I am detailing my experience, as it relates to the quality ranking factors below.

*I. Ability to demonstrate the appropriate temperament to serve as a judge.*

I have built my career on mutual respect while zealously advocating my client's position. I have strived to develop compassion, decisiveness, open-mindedness, sensitivity, courtesy, and patience, while maintaining a commitment to justice. I have been fortunate to have been able to work all sides of immigration issues. I have been an alien advocate, an adjudicator, and a government trial attorney. It is this experience that has helped me to develop the necessary temperament required to serve as an Immigration Judge.

My most recent relevant experience was a detail to the U.S. Citizenship and Immigration Services (USCIS), Refugee Affairs Division as an immigration officer in Southeast Asia and Africa. In 2015 USCIS was looking to create a paperless refugee case management and adjudication system. In order to understand the process I was sent on two refugee circuit rides to Malaysia and Kenya. Both circuit rides involved adjudicating refugee applications in the field. The Africa circuit ride had me living with staff from the United Nations International Office of Migration at the Kakuma refugee camp in Kenya. While in the field I interviewed refugees seeking resettlement to the United States, collected biometrics, processed security checks, and adjudicated refugee applications, requests for waivers, and inadmissibility exemptions. These were exceptionally difficult cases, adjudicated in a very challenging environment.

From December 2001 to February 2013 I worked as a trial lawyer for the former Immigration and Naturalization Service and the U.S. Immigration and Customs Enforcement (ICE). I worked my way up to Deputy Chief Counsel for ICE in Baltimore, Maryland. During my 12 years there I was involved in litigating complex cases. I was also the National Security Law



Division Counsel for ICE in Baltimore, which meant I was involved in litigating or supervising attorneys who litigated national security, terrorism, and criminal issues before the immigration court. During that time I advocated ICE's position before the Immigration Court, all the time maintaining proper decorum and a respectful demeanor. I understood how my temperament impacted my credibility and effectiveness as government counsel, so I strove to keep an open-mind, maintain proper decorum, patience, and sensitivity with every case I handled.

My multi-faceted experience in litigating and adjudicating immigration cases has solidified my resolve that the immigration process requires compassion, patience, and a commitment to justice as well as a well-rounded understanding of the laws and interests presented. It's these qualities which I would bring to Immigration Judge's position.

## ***2. Knowledge of immigration laws and procedures.***

I have over 23 years of experience as an immigration attorney. A significant amount of that experience has involved litigation, while the remainder has been conducting research and writing on immigration law, policy, and procedure. I have considerable knowledge of the United States immigration process.

As the USCIS Litigation and National Security Counsel, I coordinate the agency response to litigation in federal courts on a variety of immigration and citizenship issues. I draft and review briefs, memorandums, and other legal documents related on immigration that are to be filed with the federal courts. I also teach classes at the Federal Law Enforcement Training Center on grounds of inadmissibility, terrorism exemptions, and refugee interviewing techniques to new USCIS officers. I have drafted the attorney manual for USCIS attorneys on removal proceedings and rescinding legal permanent residence status. In 2016 I presented on the refugee process and overseas security vetting before the Executive Office for Immigration Review.

As the former Deputy Chief Counsel for ICE in Baltimore, Maryland I litigated immigration cases, drafted briefs, appeals, and memorandums on immigration law and procedure. I also taught immigration law and procedure and drafted policy positions for the office interpreting changes in immigration law. Some examples include the Maryland criminal code checklist, which interpreted which Maryland criminal offenses allowed for removal and which did not. In June 2008 I presented a course on investigative resources and human rights litigation at the Human Rights Law and Trafficking Conference held in New York City. In 2007 I presented a course on asylum law and fraud detection at the Appellate and Protection Law Conference held in Atlanta, Georgia. From 2008 to 2013 I taught immigration law at the Department of Homeland Security's training conference for new attorneys. The subjects covered included asylum, adjustment of status, voluntary departure, inadmissibility waivers, and litigation strategies. In May 2003, I presented a course on immigration law to Scholars at the Harry S. Truman Scholarship Foundation. In 1999 I presented at the National Lawyers Guild in Boston, Massachusetts on the immigration consequences of criminal conduct.

I have considerable research and writing experience in immigration law. From September 1996 to December 2001 I conducted research and drafted decisions for the Board of Immigration Appeals. This position provided me an analytical eye with which to assess an immigration case, as well as an opportunity to sharpen my writing skills through the drafting of published and unpublished decisions, concurrences, and dissents. As an Attorney-Advisor I drafted several published decisions and dissents. I have published several articles on immigration law and procedure. In fall 2007 I wrote a law review article for American University Law School's,



Criminal Law Brief, *The Immigration Consequences of Criminal Conduct*. From 1998 to 2000, I co-authored a yearly article for Interpreter Releases with former Board member Lory D. Rosenberg, on the immigration consequences of criminal conduct. I, likewise, began my career as an immigration attorney in October 1994, where I worked as a Judicial Law Clerk for the Immigration Courts in Newark, New Jersey, and Buffalo, New York.

Given my experience, I believe that I have a depth and breadth of substantive immigration law and procedural experience, which I could bring to the position of Immigration Judge.

**3. *Substantial litigation experience, preferably in a high volume context.***

I have significant litigation experience, all of which has been in a high volume context. As the USCIS Litigation and National Security Counsel I maintain a portfolio of at least 15 cases which I am working on at one time. The majority of the cases in my current litigation portfolio involve high-profile or national security issues. During my time as a USCIS immigration officer in Malaysia and Kenya I processed 4 to 5 refugee cases a day. At any given time one case could involve between 1 to 12 applicants. I would interview all refugee applicants on the biographic content of their application as well as the substantive facts of the principle applicant's claim.

I have substantial trial experience as a trial lawyer for the Immigration and Naturalization Service and ICE. Both positions involved high volume dockets. Maryland masters dockets can involve between 30 to 65 cases. The average Baltimore master calendar caseload is approximately 60 cases. It is, likewise, common to have between three and five individual merits hearings scheduled for one day.

Given this background, I bring significant high volume litigation experience to the position of immigration judge.

**4. *Experience handling complex legal issues.***

I have directly handled thousands of cases during my 23 year career, many of which involved complex legal issue. Whether litigating cases as an attorney for ICE or drafting a brief as USCIS counsel, I have significant experience dealing with complicated fact patterns, tricky legal questions, and difficult procedural issues.

As the USCIS Litigation and National Security Counsel I maintain a portfolio of at least 14 to 15 cases, all of which involve highly complex and challenging legal issues, many of which are also novel questions of law. As the USCIS Transformation Counsel I was often called upon to come up with creative solutions to tricky legal issues. For example, in response to USDOJ concerns over potential repudiation issues related to electronic immigration applications I created a biometrics identity validation process which eliminated the litigation concerns and allowed USDOJ to support creating the electronic immigration application system. This identity validation process has been adopted for use with all electronic immigration benefit applications. My legal work on electronic signatures and refugee processing resulted in my being awarded the 2017 USCIS Legal Innovations Award.

As the National Security Law Division attorney for ICE in Baltimore I litigated many high profile and terrorism cases involving significantly complex legal questions. Between 2003 through 2013 I was primarily responsible for litigating all significant national security cases

identified by ICE arising in the Maryland district. I litigated an average of 2 national security cases a year. This included defending any appeals and assisting with any federal court litigation that arose in the case. I was also the creator and lead attorney of the Baltimore Anti-Fraud Task Force (BAFT). BAFT brought together the local USCIS, Fraud Detection and National Security Division and Homeland Security Investigations in order to investigate and prosecute significant fraud arising in the Maryland district. BAFT was responsible for the investigation and prosecution of several fraud schemes, including the 2009 prosecution of Patrick Tzeuton. Mr. Tzeuton was an immigration attorney who prepared false asylum applications, supporting affidavits and documents, and presented them to USCIS and the Immigration Court. This case involved significant legal work, to include reviewing over 1500 case files, researching questions of criminal law, and assisting in development of an investigative strategy that would support indictment and prosecution.

As an Attorney-Advisor with the Board of Immigration Appeals I researched and drafted many published decisions and dissents. For example, I drafted the Board's published decision in *Matter of Sweetser*, 22 I&N Dec. 709 (BIA 1999). The *Sweetser* decision considered whether an alien convicted of criminally negligent child abuse under sections 18-6-401(1) and (7) of the Colorado Revised Statutes, was convicted of an aggravated felony, as that term is defined under section 101(a)(43)(F) of the Immigration and Nationality Act, 8 U.S.C. § 101(a)(43)(F).

I bring to the Immigration Judge's position a wealth and breadth of experience with complex issues related to immigration law and procedures. I have the experience, the skills, and the knowledge to thrive as an Immigration Judge.

##### **5. *Knowledge of judicial practices and procedures.***

I have years of litigation experience, most of which was before the Immigration Courts. I have litigated cases before the Immigration Courts in Baltimore, Hagerstown, Arlington, York, Philadelphia, Phoenix, Tucson, Eloy, Buffalo, Napanoch, Fishkill, Hartford, Newark, Elizabeth, Atlanta, and San Juan. I am well versed with the Immigration Court's practices and procedures. I am, likewise, quite knowledgeable on Board of Immigration Appeals procedures.

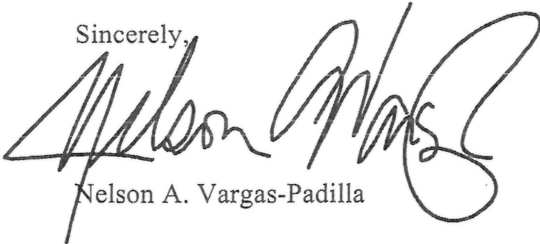
As USCIS Litigation and National Security Counsel I am involved with federal court litigation. I have developed considerable experience and acquired significant knowledge of the judicial practices, evidentiary requirements, and local procedures of the federal District and Circuit Courts. While I was Deputy Chief Counsel for ICE I litigated several immigration cases before the federal courts. I also drafted the Baltimore, Maryland Office Procedure Manual, which outlines the judicial practices and procedures that Assistant Chief Counsels are required to adhere to. This includes filing deadlines, appeal standards, and substantive requirements for issuance of Notices to Appear. I was on the ICE New Attorney training faculty. As an instructor I taught substantive law, as well as judicial practices and procedures. I have also served as an instructor to the Office of Enforcement and Removal Operations, Homeland Security Investigations, the office for U.S. Visitor and Immigrant Status Indicator Technology (USVISIT), and Maryland state police officers involved with the 287(g) program.

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Since I entered law school, I have dedicated my legal career towards my goal of becoming an Immigration Judge. I have worked hard and excelled, consistently receiving "outstanding" performance appraisals. Immigration law, its detailed statutes, complex precedents, and

unforgettable human stories, fascinate me today just as it did so many years ago. It is this love for immigration, tempered by an understanding of immigration issues from differing perspectives, which prompts my application for a judgeship at a time when Immigration Judges are facing increased challenges both in and out of the courtroom. I have the experience, the skills, and the knowledge to thrive as an Immigration Judge and I look forward to the opportunity to discuss the position in greater detail. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Nelson Vargas-Padilla", written in a cursive style.

Nelson A. Vargas-Padilla

Enc.

## QUALITY RANKING FACTORS (QRF's): QRF#1, QRF#2, QRF#3, & QRF#4

### QRF#1 – Ability to demonstrate the appropriate temperament to serve as a judge

I decided to go to law school because I wanted to enter public service. During my Professional Responsibility course, I read the comment to the Model Rule of Professional Conduct 3.8: “A prosecutor has the responsibility of a minister of justice and not simply that of an advocate.” Some of my more cynical colleagues mocked it, convinced that all attorneys seek to prevail for their client above all, but I took it as a challenge and it has shaped the trajectory of my legal career.

I began in May 2005 as a legal extern with the Kootenai County (Idaho) Office of the Prosecuting Attorney and worked until August 2005 as a thirty-five-year-old unpaid researcher. I researched and wrote approximately ten briefs on search and seizure issues. When I was not writing, the Prosecuting Attorney encouraged me to observe court. I did so and realized that summer that I wanted to spend my career in the courtroom. The professionalism and knowledge of the judges impressed me, as did their courtesy and patience. The judges that I observed were patient, polite, civil, knowledgeable, and impartial. I noticed that the most effective and professional attorneys were good listeners – especially to the judges. They presented their arguments in a respectful and concise manner and answered questions posed by the court calmly and directly without obfuscation. I resolved to do the same if given the opportunity. I saw deputy prosecutors striving to be ministers of justice - taking challenging domestic violence cases to trial – often with uncooperative victims and predictable results. Their commitment to justice above winning strengthened my desire to become a prosecutor and convinced me that I was on the correct career path.

I returned in May 2006 with a limited license as a legal intern eager to learn. Under supervision, I handled misdemeanor first appearances (approximately 20 per week), misdemeanor pre-trial conferences (approximately 20 per week), misdemeanor show-cause hearings (approximately 10 per week), misdemeanor sentencing (approximately 20 per week), and mental commitment and shelter-care hearings (approximately 3 per week). Over ninety percent of the pre-trial conferences were resolved by the defendant's entry of a guilty plea. Under supervision as lead counsel, I took six misdemeanor cases and one felony case to jury trial over the course of four months. In addition to developing my skills as a prosecutor, I began to appreciate the special place that judges occupy in our court system.

While they sat as neutral and detached magistrates, the judges made an effort to make attorneys who appeared before them better if the attorneys were willing to listen. It seemed to me that the judges were not only dispensing justice to the parties before them but also contributing to the strength of our system by encouraging civility, efficiency, and respect by their conduct. The



judges taught me a great deal about the law and how to comport myself as an officer of the court during the course of my appearances before them.

I was fortunate to receive a job offer before passing the bar and worked as a deputy prosecutor in Kootenai County for approximately two and one-half years from May 2007 to October 2009. I handled a general felony case load of approximately 150 cases in a vertical prosecution office. I was responsible for reviewing police reports and requests for felony complaints and exercised prosecutorial discretion in making charging decisions. I charged approximately ten felony cases per week. I appeared in court daily at felony preliminary hearings (approximately eight per week), felony pre-trial conferences (approximately six per week), felony plea confirmation hearings (approximately six per week), felony show-cause hearings (approximately six per week), and felony sentencings (approximately five per week). Roughly one half of the cases set for preliminary hearing did not proceed as the defendant accepted a plea offer. Over ninety percent of the pre-trial conferences were similarly resolved with the defendant's entry of a guilty plea. As lead counsel, I took nineteen felony cases to jury trial. I also served as the Drug Court prosecutor for Kootenai County, and handled post-conviction relief proceedings (approximately two per year). I strove to prosecute cases in a fair and efficient manner and treated everyone with respect. Even in the midst of contentious legal arguments with opposing counsel, I remained dignified and professional.

Since October 2009, I have worked as an Assistant Chief Counsel for U.S. Immigration and Customs Enforcement (ICE) at the Eloy Detention Center in Eloy, Arizona and at the Florence Detention Center in Florence, Arizona. My duties include representing ICE before the immigration court at master calendar hearings, bond hearings, and merit hearings. During my six year tenure I have represented ICE in approximately 7,948 master calendar hearings, 1,908 bond hearings, and 960 merit hearings before EOIR at four locations in Arizona (Eloy, Florence, Phoenix and Tucson) and in Pearsall, Texas. Approximately fifty of the bond hearings were held pursuant to *Casas-Castrillon v. DHS*, 535 F.3d 942 (9th Cir. 2008) and an additional forty pursuant to *Rodriguez v. Robbins*, 715 F.3d 1127 (9th Cir. 2013). The merit hearings involved consideration of a wide array of forms of relief from removal including: cancellation of removal under INA §§ 240A(a) and (b), adjustment of status under INA §§ 245(a) and (i), asylum, withholding of removal under INA § 241(b)(3), withholding and deferral of removal under the Convention Against Torture, and voluntary departure under INA § 240B.

I seek to achieve a just outcome in each case consistent with the law and evidence of record. I treat everyone with civility and dignity and believe that I have the experience and maturity to remain appropriately composed at all times. I strive in every case to be a minister of justice.

Our system of justice depends upon the people's faith and trust in the rule of law and in the ability of judges to decide matters before them without bias or prejudice in a fair and respectful manner based on the evidence presented and applicable law. People respect courts

because they are the forum in which everyone is equal and can obtain a fair hearing. I have demonstrated over the past eight years as a prosecutor that I treat everyone with dignity in a polite and courteous manner and that I strive to be a minister of justice in every case. I believe that my work and life experiences would serve me well on the bench. My letters of reference from seven serving Immigration Judges who have each observed me in action over the past six years in thousands of cases before them in immigration court proceedings are the best evidence I have to offer to demonstrate that I have the appropriate temperament to serve as a judge. I am confident that if my application to be a United States Immigration Judge is successful, I will treat everyone with dignity and courtesy, carefully listen to all the testimony and arguments presented, exercise patience, and decide each case fairly and objectively, based on the evidence presented and applicable law.

## QRF#2 – Knowledge of immigration laws and procedures

Since October 2009, I have worked as an Assistant Chief Counsel for U.S. Immigration and Customs Enforcement (ICE) at the Eloy Detention Center in Eloy, Arizona and at the Florence Detention Center in Florence, Arizona. My duties include representing ICE before the immigration court at master calendar hearings, bond hearings, and merit hearings. During my six year tenure I have represented ICE in approximately 7,948 master calendar hearings, 1,908 bond hearings, and 960 merit hearings before EOIR at four locations in Arizona (Eloy, Florence, Phoenix and Tucson) and in Pearsall, Texas. Approximately fifty of the bond hearings were held pursuant to *Casas-Castrillon v. DHS*, 535 F.3d 942 (9th Cir. 2008) and an additional forty were held pursuant to *Rodriguez v. Robbins*, 715 F.3d 1127 (9th Cir. 2013). The merit hearings involved consideration of a wide array of forms of relief from removal including: cancellation of removal under INA §§ 240A(a) and (b), adjustment of status under INA §§ 245(a) and (i), asylum, withholding of removal under INA § 241(b)(3), withholding and deferral of removal under the Convention Against Torture, and voluntary departure under INA § 240B. In addition to representing the department in high-volume removal and bond proceedings, I have drafted legal memoranda on issues of detention and removal, including twelve analyses of United States citizenship claims (claims based on acquisition under INA § 301, derivation under INA § 320 and former INA §§ 320 and 321, as well as birth in the United States) and seventeen notices of appeal and opening briefs before the Board of Immigration Appeals on a wide variety of legal issues including the applicability of mandatory detention for certain criminal convictions, the proper application of INA § 236(a), the viability of certain particular social groups for purposes of asylum and withholding of removal, removability, and the proper balancing of discretionary factors in relief applications. Most recently in March 2015, I filed a bond appeal with the Board arguing that the Immigration Judge committed clear error by finding that a respondent was not a danger to the community pursuant to *Rodriguez v. Robbins*, 715 F.3d 1127 (9th Cir. 2013),



where the Immigration Judge failed to give due weight to the respondent's serious and recent conviction for aggravated assault that resulted in his imprisonment for three-and-one-half years, and where there was no evidence of rehabilitation in the record. On June 10, 2015, the Board sustained my appeal and vacated the Immigration Judge's decision ordering the respondent released on a \$6,500 bond. The Board found the Department had established by clear and convincing evidence that the respondent posed a danger to persons and property sufficient to support the denial of any bond and ordered him detained without bond.

I am also responsible for reviewing Notices to Appear (NTAs) for legal sufficiency. Since October 13, 2009, I have reviewed a total of 1,763 NTAs for legal sufficiency before filing with EOIR. Of these, 164 were NTAs for respondents currently in the custody of the Arizona Department of Corrections as part of my duties as the Florence POC for the Institutional Hearing Program (IHP).

From October 2009 to June 2013, my regular duty station was the Eloy Detention Center in Eloy, Arizona. In addition to the normal duties of an Assistant Chief Counsel at Eloy, I served as a member of the Undercover Operations Team of the Office of Chief Counsel – Arizona Criminal Law Team, U/T visa coordinator for the Eloy Detention Center, and Legal Extern/Intern Supervisor for Eloy.

As a member of the Undercover Operations Team of the Office of Chief Counsel – Arizona Criminal Law Team, I reviewed recertification requests of Certified Undercover Operations pursuant to INA § 294 for legal sufficiency. I provided guidance and training to Homeland Security Investigation (HSI) agents regarding search and seizure issues and reviewed leases, bank accounts, comfort letters, personal assistance agreements, and pole cam agreements often under tight time constraints. I worked closely with the HSI liaison attorney in Phoenix to answer requests for legal guidance from HSI agents in the field.

As the U/T visa coordinator for the Eloy Detention Center, I worked closely with the USCIS Vermont Service Center (VSC) on expediting adjudications of U visa petitions for detained respondents. I advised Enforcement and Removal Operations concerning their decision to continue detention or release as appropriate for respondents who receive a prima facie eligibility determination. I conducted trainings on U and T visas for ICE attorneys as well as ERO personnel at Eloy. In 2011, I received a Special Achievement Award for my work in this position.

As Legal Extern/Intern Supervisor for Eloy, I was directly responsible for training law student personnel in immigration law as well as in legal research and writing. During my four years at Eloy, I supervised ten law students. I worked closely with each student to make certain that they not only became proficient in identifying and analyzing grounds of removal but were also able to produce concise legal memoranda by the end of their time at Eloy.

After my transfer to Florence in June 2013, I began to serve as the Human Rights Law Section (HRLS) designated attorney for the Florence Detention Center. As the HRLS Designated Attorney, I am directly responsible for identifying human rights violators and litigating their immigration cases. As the HRLS Designated Attorney for Florence, I have reviewed and followed approximately sixty-two cases with potential HRLS interest. In 2015, I successfully obtained a final order of removal against a human rights persecutor who while serving in his country's Special Forces and military intelligence had arrested teachers, agitators, guerillas and terrorists and turned them over for interrogation knowing that they would be tortured after a multi-day hearing on his application for asylum, withholding of removal, and protection under the Convention Against Torture.

I continue to review recertification requests of Certified Undercover Operations for legal sufficiency pursuant to INA § 294 and currently serve as team lead for one operation. In addition, I conduct legal sufficiency reviews of Title III affidavits for electronic intercepts. During the past six months, I have reviewed two Title III affidavits seeking orders from the United States District Court, District of Arizona authorizing the electronic interception of certain telecommunication devices.

In 2014, I became the team lead for *Franco-Gonzalez* related issues at the Florence Detention Center. In this capacity, I assist in identifying aliens within the Florence Detention Center's area of responsibility who, as a result of a number of mental health related issues, may qualify as *Franco-Gonzalez* class-members; maintain an up-to-date list of unrepresented aliens with indicia of mental incompetency; and submit required notices and medical evaluations to the immigration court and reports to OPLA HQ to ensure compliance with a U.S. District Court's permanent injunction order in *Franco-Gonzalez v. Holder*, No. 10-2211 (C.D. Cal. 2013). I conduct *Franco-Gonzalez* training for ICE attorneys, Enforcement and Removal Operations personnel, and ICE Health Service Corps personnel and conduct facility checks to ensure compliance with posting requirements. On September 29, 2015, I was one of the field attorneys honored by the Principal Legal Advisor with the One OPLA Award for our "diligent efforts and extraordinary collaboration between and among a headquarters division and various Offices of Chief Counsel in developing a legal and policy scheme concerning mental competency litigation."

I have over six years of experience representing ICE primarily in high-volume detained immigration courts and have trained legal interns and fellow attorneys in mental competency issues, criminal law issues as they relate to removability, and U and T visas. I take an active role in training new attorneys and assisting them in becoming proficient in immigration court. I believe that my experience with ICE demonstrates a strong knowledge of immigration law and procedures.

QRF#3 – Substantial litigation experience, preferably in a high volume context

I have over nine years of litigation experience in both criminal and immigration matters. My litigation experience began in 2006, as a Legal Intern with the Kootenai County (Idaho) Officer of the Prosecuting Attorney. I practiced as a limited license intern operating under the supervision of a supervising attorney from May 2006 to August 2006, I handled misdemeanor first appearances (approximately 20 per week), misdemeanor pre-trial conferences (approximately 20 per week), misdemeanor show-cause hearings (approximately 10 per week), misdemeanor sentencings (approximately 20 per week), and mental commitment and shelter-care hearings (approximately 3 per week). Over ninety percent of the pre-trial conferences were resolved by the defendant's entry of a guilty plea. Under supervision as lead counsel, I took six misdemeanor cases and one felony case to jury trial. This high-volume experience in criminal court turned into a permanent position in 2007.

I served as a deputy prosecuting attorney in Kootenai County for approximately two and one-half years from May 2007 to October 2009. I handled a general felony case load of approximately 150 cases in a vertical prosecution office. I appeared in court daily (as the assigned deputy prosecutor) at felony preliminary hearings (approximately eight per week), felony pre-trial conferences (approximately six per week), felony plea confirmation hearings (approximately six per week), felony show-cause hearings (approximately six per week), and felony sentencings (approximately five per week). Roughly one half of the cases set for preliminary hearing did not proceed as the defendant accepted a plea offer. Over ninety percent of the pre-trial conferences were similarly resolved with the defendant's entry of a guilty plea. As lead counsel, I took nineteen felony cases to jury trial. I also served as the Drug Court prosecutor for Kootenai County, and handled post-conviction relief proceedings (approximately two per year).

Since October 2009, I have served as an Assistant Chief Counsel for U.S. Immigration and Customs Enforcement (ICE) at the Eloy Detention Center in Eloy, Arizona and at the Florence Detention Center in Florence, Arizona. My duties include representing ICE before the immigration court daily at master calendar hearings, bond hearings, and merit hearings. In 2015 to date, I have represented ICE in approximately 855 master calendar hearings, 343 bond hearings, and 90 merit hearings before EOIR in Florence, Arizona, Tucson, Arizona, and in Pearsall, Texas. During my six year tenure with the Department, I have represented ICE in approximately 7,948 master calendar hearings, 1,908 bond hearings, and 960 merit hearings before EOIR at four locations in Arizona (Eloy, Florence, Phoenix and Tucson) and in Pearsall, Texas. In over 98 percent of my appearances, I was the only ICE attorney present. The vast majority of the remaining case appearances involved training new attorneys in immigration court. Approximately fifty of the bond hearings were held pursuant to *Casas-Castrillon v. DHS*, 535 F.3d 942 (9th Cir. 2008) and an additional forty were held pursuant to *Rodriguez v. Robbins*, 715 F.3d 1127 (9th Cir. 2013). The merit hearings involved consideration of a wide array of forms of relief from removal including: cancellation of removal under INA §§ 240A(a) and (b),

adjustment of status under INA §§ 245(a) and (i), asylum, withholding of removal under INA § 241(b)(3), withholding and deferral of removal under the Convention Against Torture, and voluntary departure under INA § 240B. In addition to representing the department in high-volume removal and bond proceedings, I drafted legal memoranda on issues of detention and removal, including twelve analyses of United States citizenship claims (primarily claims based on acquisition and derivation). I filed seventeen notices of appeal and opening briefs with the Board of Immigration Appeals on a wide variety of legal issues including the applicability of mandatory detention for certain criminal convictions, the proper application of INA § 236(a), the legal viability of certain particular social groups, removability, and the proper balancing of discretionary factors in relief applications.

I have prosecuted criminal cases from charging through to jury trial. For the past six years I have served as a prosecutor for ICE primarily in high-volume detained removal dockets. I am confident that my experience as a prosecutor and my familiarity and proficiency with immigration law and procedures would enable me to give each case a full and fair hearing in an expeditious manner.

#### QRF#4 – Experience handling complex legal issues

As a member of the Undercover Operations Team of the Office of Chief Counsel – Arizona Criminal Law Team, I review recertification requests of Certified Undercover Operations for legal sufficiency pursuant to INA § 294. I currently serve as team lead for one operation. I provide guidance and training to Homeland Security Investigation (HSI) agents regarding search and seizure issues and review leases, bank accounts, comfort letters, personal assistance agreements, and pole cam agreements often under tight time constraints. I work closely with the HSI liaison attorney in Phoenix to answer requests for legal guidance from HSI agents in the field. I also conduct legal sufficiency reviews of Title III affidavits for electronic intercepts. During the past six months, I have reviewed two Title III affidavits seeking orders from the United States District Court, District of Arizona authorizing the electronic interception of certain telecommunication devices pursuant to 18 U.S.C. §§ 2516(3) and 2518.

I am the team lead for *Franco-Gonzalez* related issues at the Florence Detention Center. In this capacity, I assist in identifying aliens within the Florence Detention Center's area of responsibility who, as a result of a number of mental health related issues, may qualify as *Franco-Gonzalez* class-members; maintain an up-to-date list of unrepresented aliens with indicia of mental incompetency; and submit required notices and medical evaluations to the immigration court and reports to OPLA HQ to ensure compliance with a U.S. District Court's permanent injunction order in *Franco-Gonzalez v. Holder*, No. 10-2211 (C.D. Cal. 2013). I conduct *Franco-Gonzalez* training for ICE attorneys, Enforcement and Removal Operations personnel,

and ICE Health Service Corps personnel and conduct facility checks to ensure compliance with posting requirements. On September 29, 2015, I was one of the field attorneys honored by the Principal Legal Advisor with the One OPLA Award for our “diligent efforts and extraordinary collaboration between and among a headquarters division and various Offices of Chief Counsel in developing a legal and policy scheme concerning mental competency litigation.”

As team lead, I take an active role in representing ICE before the immigration court in cases involving respondents with mental health issues at the Florence Detention Center. I have worked closely with Qualified Representatives in three bond cases for incompetent *Franco-Gonzalez* class members over the past year to facilitate release plans that included psychiatric treatment as a stipulated condition of bond. I appear for ICE at Mental Competency Determinations and actively litigate cases involving *Franco-Gonzalez* class members. During the past year, I had a merit hearing with an incompetent *Franco-Gonzalez* class member who suffers from schizophrenia. He had previously been hospitalized in Mexico on two occasions for mental health treatment for a period of one month and claimed that he would be persecuted as a person with mental illness if he were returned to Mexico and would be institutionalized indefinitely against his will. Both the respondent’s sister and an employee of the Human Rights Commission of the Federal District of Mexico testified on the respondent’s behalf.

The respondent’s sister testified that the Mexican mental hospitals released him each time after about 30 days with medication to control his ailment and that he was capable of supporting himself as long as he took his medication. The respondent’s expert testified that the respondent would be immediately institutionalized if returned because the police would recognize him as mentally ill. He added that in his expert opinion that the respondent’s detention would last for over a year because the vast majority of schizophrenics are institutionalized for many years as Mexico lacks sufficient stocks of effective medication. I extensively researched the both the Mexican mental health system and the institutionalization of mental health patients in Mexico and used the results during cross-examination. The expert could not explain the sister’s testimony nor satisfactorily explain the basis of his opinion to the Immigration Judge when confronted with World Health Organization statistics that demonstrated that 92% of institutionalized mental health patients in Mexico are released in less than one year.

I also serve as the Human Rights Law Section (HRLS) Designated Attorney for the Florence Detention Center. ICE conducts criminal investigations to ensure that individuals seeking U.S. immigration benefits have not assisted or participated in genocide, extrajudicial killing, persecution, torture, or other human rights violations. HRLS is a legal team that works to remove human rights violators from the United State in conjunction with ICE special agents, removal officers, intelligence specialists, as well as with professionals in other departments and foreign law enforcement officials. As the HRLS Designated Attorney for Florence, I am directly responsible for identifying human rights persecutors and litigating their immigration cases. These cases are complex both in the need to have a firm understanding of the law and of current and past political and military events in many nations around the world.

I recently obtained a final order of removal against an individual who served in the Nicaraguan military for sixteen years who testified that as part of his duties, he kidnapped U.S. soldiers stationed in Honduras between 1989 and 1993, and transported them to Nicaragua, where his superiors tortured them for information. He added that his unit captured and killed members of the Honduran military, but denied any direct involvement in these actions. On cross-examination, the respondent admitted that he also kidnapped between 20 and 30 political opponents of the Sandinista government and physically abused them during subsequent interrogations. Thereafter, the Immigration Judge determined that the persecutor bar applied to the respondent's case, found him incredible (with respect to his attempts to minimize his role in the torture of American servicemen), denied his application for protection under the Convention Against Torture and ordered him removed to Nicaragua. The respondent waived appeal.

My experiences both as a criminal prosecutor and as an Assistant Chief Counsel primarily representing ICE in high-volume detained dockets enable me to comfortably handle criminal grounds of removability as well as custody redetermination hearings – including *Casas* and *Rodriguez* bonds. For the past four years, I have reviewed recertification requests of Certified Undercover Operations for legal sufficiency pursuant to INA § 294 and provided guidance and training to HSI agents. I often deal with complex cases involving mental competency issues and as *Franco-Gonzalez* team lead at the Florence Detention Center, I provide training for ICE attorneys, Enforcement and Removal Operations personnel, and ICE Health Service Corps personnel. As the HRLS Designated Attorney for Florence, I am directly responsible for identifying human rights persecutors and litigating their immigration cases which requires a firm understanding of the applicable law for asylum, withholding, and relief under the Convention Against Torture, the application of the persecutor bar, and detailed knowledge of past and current civil wars and current political and military strife around the globe to properly litigate these complex cases. I am comfortable litigating complex cases and ready to take on the challenge of evaluating them from a different perspective.